

# 2023 Annual Report

Annual Meeting: January 23, 2024



GRAND RAPIDS  
**EVANGELICAL FREE CHURCH**

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GRAND RAPIDS  
**EVANGELICAL FREE CHURCH**

## 2023 Annual Business Meeting Agenda

January 23, 2024

1. Prayer
2. Minutes from October 2023 Quarterly Business Meeting
3. Elder Report
  - a. Elder Chairman Report - Larry Curtiss
  - b. New Elder - Chris Brown
4. Executive Board Reports
  - a. Executive Chairman Report - Quintin Legler
  - b. Recognizing Marilyn Isaac, Lorraine Curtiss, & Sandy Harling for years of service on the Executive Board
  - c. New Executive Board Members - Dan Carlson, Lisa Mrnak, Kara Lundin
  - d. Financial Secretary Report - Lisa Mrnak
  - e. Treasurer Report - Kara Lundin
  - f. Facilities Report - Scott Schwake
5. Senior Pastor Report - Pastor Micah Labovitch
6. Ministry Reports - See Annual Report
7. Old Business
8. New Business
  - a. 2024 Proposed Budget & Vote
9. Prayer & Adjournment



GRAND RAPIDS EVANGELICAL FREE CHURCH  
Quarterly Business Meeting  
October 17, 2023

Quintin Legler opened meeting with prayer.

1. Previous meeting minutes from the July 18, 2023 meeting were distributed and reviewed. Lisa Mrnak made a motion to accept the minutes as written with a note to include information as to the discrepancy in the Financial Secretary's report. The items did not add up to the total noted due to the Employee Retention Credit which was not noted that it was part of the total. Dan Carlson seconded the motion and motion carried.
2. Elder Report – Report was written and handed out. Larry Curtiss hit some of the highlights of the last quarter.
  - Each Elder has been assigned a ministry to be liaison for and some have more than one.
  - The Elders held a one-day retreat on Oct. 7. The church organizational flow chart has been updated and a copy was handed out to attendees.
  - Pulpit will be filled by Elders for Oct.-Nov. while Pastor is home with the new babies.
  - Updated Associate Pastor job description and will be moving forward with that search.
  - The safety team is being put together.
  - Elders would like to see a group started that is comprised of people who are willing to come along side people who have recurring financial needs. They will be needed to disciple them and help find resources to meet their needs. The asking for the Benevolent fund has changed from a one time fix for things to chronic problems. Women are especially needed to come alongside women who are seeking help.
3. Executive Board Reports:
  - a. Quintin Legler gave a brief overview. Budget needs to increase for an Associate pastor and for an IT position. He noted that our giving is above the weekly need but our spending has increased. Cautioned that as they work on next year's budget that they will have to be conservative.
  - b. Financial Secretary Lisa Mrnak reported that for the 3<sup>rd</sup> quarter general giving was \$107,409.03, designations were \$18,884.90, and miscellaneous was 4,998.60. Total giving for the quarter was \$131,292.53.
  - c. Treasurer – Lorraine Curtiss reported that the financial status of the church as of 9/30/23 was as follows: 2023 YTD income was \$401,270.10, 2023 YTD expenses were \$340,038.69 and the budgeted expenses were \$327,005.18.
  - d. Facilities – Scott Schwake reported on the following facility items:
    - Shawn O'Donnell has stepped up to take on the lawn care and has been cleaning out the storage rooms and reorganizing them. Thank you Shawn!

- Playgroud is in and looks wonderful. It came in under budget so they are looking into getting maybe a bench and a picnic table.
- Electrical issues in kitchen have been fixed.
- American Eagle has been working on some glitches in the security system. Also looking to get cameras in the sanctuary, east hallway, ret of parking lot, and playground.
- Cal Kangas is working on sound panels for community room.
- Need dead trees removed in ditch.
- A-1 will plow again for same price.
- Shawn is also taking care of getting salt and filters for the water system to cut costs of having it delivered and serviced.
- Still working on the RO system.

4. Senior Pastor Report: Written and attached because Pastor was at the hospital with the new babies. Congratulations! The Associate Pastor position was also distributed and is attached here for review.

5. New Business:

- a. A vote for new officers, Associate Pastor search team, and new members was taken. All votes were a yes. New officers are as follows:

Elder (2 year term)	Chris Brown
Treasurer (2 year term)	Kara Lundin
Executive Secretary (2 year term)	Dan Carlson
Financial Secretary (1 year term)	Lisa Mrnak
Nominating Committee Chair (1 year term)	Cal Kangas
Nominating Committee (1 year term)	Vickie Azure and Greg Tatter

Associate Pastor Search Team:

Joseph Forsline  
 Angie Geisler  
 Matt Grose  
 Sandy Harling  
 Pastor Micah Labovitch  
 Sandy Lanzo  
 Kathy Miller  
 Ben Panchyshyn  
 Ryker VanDrunen

New members: Derek and Naomi Youngren. Welcome!!

- b. Dave and Debbie Gaustad have asked to be removed from the membership due to moving to Arizona. Blessings to Dave and Debbie!
- c. Elder board is proposing a change in the QBM so as to involve more of the members and attendees. Two proposals have been made; one is to have each ministry have 3-5 minutes on a Sunday for either an update in person or via video. This would enable ministries 2 or 3 Sundays/year to give their report so more people can know what is

happening with them. This time is already included in the service now. The other idea was to have a potluck after church and then have the meeting in hopes to have more involvement. Ideas are welcomed.

d. Proposed changes to by-laws:

- Church structure diagram, attached.
- Membership class leaders will be a member of the Elder Board
- Change nominating committee term from 1 year to 2 years.

Tim Hasbargen closed in prayer.

Minutes taken by Diane Legler.



## GREFC Elder Board 2023 Annual Report

### 2023 Highlights

You voted in four new elders Paul Huttner, Kevin Geisler, Zac Preble and Barry Pederson.

They have been great additions and have made significant contributions to our church body.

In October you voted in Chris Brown as elder for the upcoming year. Chris Has attended the last two elder board meetings so that he will be up to speed as 2024 approaches.

Each GREFC ministry has an elder liaison that gives monthly updates so that we are aware of what's happening in these ministries and to help guide the ministry leaders.

We have worked on strategy, mission and vision.

We changed the membership interview process by asking questions pertaining to our church doctrine.

With the help of Michelle, we are streamlining the membership class into a video series and one class with the elders.

Dan Carlson put together a spreadsheet to better track our benevolent fund. Through your generosity we have been able to bless a number of people in our community through the benevolent fund.

We have been working with Sarah on how to best proceed with fall programming in kids ministry and nursery.

Each month we meet for a meal, fellowship and prayer. I believe that the meal and fellowship time has been beneficial in drawing us together in unity.

We have put together a team of elders and ministry leaders to preach when Pastor Micah is unavailable.

In October we had our elder retreat where we had a time of devotional, prayer and study. We also put together an organizational flow chart, worked on the elder job description and finalized core values.

We have done a number of membership classes and membership interviews and brought the recommendations for membership to the membership for your approval.

With the help of Cal Kangas and Derek Youngren we are putting together a safety team.

We are currently discussing how we may be able to accommodate Lighthouse Christian Academy as they attempt to add more classes for senior high students.

Respectfully submitted by Larry Curtiss

Elder Board Chair





GREFC Receipts  
Oct. - Dec., 2023

Qtr. 4 Report										
	General	Design	Misc.	Total	Wk Budget	Designation	Amount	Misc.	Amount	
10/1/2023	\$ 9,715.00	\$ 685.00	\$ 1,290.00	\$ 11,690.00	\$ 8,365.39	Blid/Ben/Mis/WNMM	\$ 685.00	Coff/PS	\$ 1,290.00	
10/8/2023	\$ 7,087.00	\$ 568.00	\$ 2,551.00	\$ 10,206.00	\$ 8,365.39	Bldg/Ben/WNMM	\$ 568.00	Coff/Ber/PS	\$ 2,551.00	
10/15/2023	\$ 6,807.00	\$ 945.12	\$ 5.00	\$ 7,757.12	\$ 8,365.39	Bldg/Ben/Ber	\$ 945.12	Coff	\$ 5.00	
10/22/2023	\$ 7,289.00	\$ 383.87	\$ 202.00	\$ 7,874.87	\$ 8,365.39	Bldg/Ben/Miss	\$ 383.87	Coff/PS	\$ 202.00	
10/29/2023	\$ 9,248.00	\$ 1,429.25	\$ 1,173.00	\$ 11,850.25	\$ 8,365.39	Bldg/Ben/Mis/Ber/WNMM/Wm	\$ 1,429.25	Coff/PS/Wdgd	\$ 275.00	
Total	\$ 40,146.00	\$ 4,011.24	\$ 5,221.00	\$ 49,378.24	\$ 41,826.95					
	General	Design	Misc.	Total	Wk Budget	Designation	Amount	Misc.	Amount	
11/5/2023	\$ 12,043.00	\$ 660.00	\$ 3,004.00	\$ 15,707.00	\$ 8,365.39	Wm/Ben/WNMM/Bldg/Miss	\$ 660.00	Coff/PS	\$ 3,004.00	
11/12/2023	\$ 6,151.00	\$ 610.00	\$ 383.00	\$ 7,144.00	\$ 8,365.39	WNM/Wm/Ben/Bldg	\$ 610.00	Coff/PS	\$ 383.00	
11/19/2023	\$ 7,699.11	\$ 674.00	\$ 21.00	\$ 8,394.11	\$ 8,365.39	Wm/Ben/WNMM/Bldg/Miss	\$ 674.00	Coff	\$ 21.00	
11/26/2023	\$ 7,717.00	\$ 1,811.00	\$ 1,451.00	\$ 10,979.00	\$ 8,365.39	Ben/Miss/Bldg/Rntl	\$ 1,811.00	Coff/PS	\$ 1,451.00	
Total	\$ 33,610.11	\$ 3,755.00	\$ 4,859.00	\$ 42,224.11	\$ 33,461.56					
	General	Design	Misc.	Total	Wk Budget	Designation	Amount	Misc.	Amount	
12/3/2023	\$ 12,549.00	\$ 1,247.36	\$ 2,160.00	\$ 15,956.36	\$ 8,365.39	WNM/Miss/Bldg/Ben	\$ 1,247.36	PS	\$ 2,160.00	
12/10/2023	\$ 6,818.00	\$ 1,101.00	\$ 588.00	\$ 8,507.00	\$ 8,365.39	Ben/Miss/WNMM/Bldg	\$ 1,101.00	Coff/PS	\$ 588.00	
12/17/2023	\$ 6,318.00	\$ 796.00	\$ 213.00	\$ 7,327.00	\$ 8,365.39	WNM/Ben/Bldg	\$ 796.00	Coff/PS/Yth	\$ 213.00	
12/24/2023	\$ 11,267.00	\$ 515.00	\$ 996.00	\$ 12,778.00	\$ 8,365.39	Ben/Bldg	\$ 515.00	Coff/PS/Chdn	\$ 996.00	
12/31/2023	\$ 37,217.00	\$ 10,310.00	\$ 900.00	\$ 48,427.00	\$ 8,365.39	Ben/Bldg/Miss	\$ 10,310.00	PS	\$ 900.00	
Total	\$ 74,169.00	\$ 13,969.36	\$ 4,857.00	\$ 92,995.36	\$ 41,826.95					
<b>Qtr 4 Total</b>	<b>\$ 147,925.11</b>	<b>\$ 21,735.60</b>	<b>\$ 14,937.00</b>	<b>\$ 184,597.71</b>	<b>\$ 117,115.46</b>					
<b>YTD</b>	<b>\$ 481,036.33</b>	<b>\$ 135,147.11</b>	<b>\$ 102,506.24</b>	<b>\$ 718,689.68</b>	<b>\$ 435,000.28</b>					





## General Fund Performance Through Dec 2023

### Income-Expense (Net Income)

2023 DEC	\$ 14,451.87
2023 YTD	\$ 89,557.62
2022 YTD	\$ 18,624.93

### Expenses

2023 DEC expenses:	\$ 54,677.13
2023 YTD budgeted for expenses	\$439,934.51
2023 YTD expenses paid:	\$457,772.96
2022 YTD expenses paid:	\$487,156.28

### Income

2023 DEC Income:	\$ 69,129.00	
2023 YTD Income:	\$547,330.58	(includes ERC Payment \$43,567)
2022 YTD Income:	\$505,781.21	

### Designated Giving (Specific Funds)

2023 Building.....	DEC.: \$ 1,435.00.....	YTD: \$34,550.00
2023 Missions .....	DEC.: \$11,376.36.....	YTD: \$26,518.36
2023 Benevolent Fund .....	DEC.: \$ 730.00.....	YTD: \$12,979.83
		<b>\$74,048.19</b>

### Accounts end of DEC 2023

GF Checking	\$ 36,338.96
Preschool Checking	\$ 6,652.30
Playground Fund	\$ 11,687.52
Savings Account:	\$173,078.99
• Cash Reserves	\$ 22,087.33
• Capital Improvements	\$ 2,151.19
• Pre School	\$ 7,696.21
• Discretionary Savings	\$141,144.26
<b>Total Cash Available</b>	<b>\$227,757.77</b>

**CIF MORTGAGE (Dec 31, 2023) \$526,259.64**  
**CIF MARKET FUND (Dec 31, 2023) \$154,988.49**

Statement of Activities

General Fund

December 31, 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	484,536.32	435,000.00	111.38	435,000.00
<b>Other Income</b>				
40050 Adult Ministry Donations	607.50	0.00	0.00	0.00
40060 Children's Ministry Donations	500.00	0.00	0.00	0.00
40090 Other Income	46,930.86	1,000.00	4,693.08	1,000.00
40070 Elder Donations	0.00	0.00	0.00	0.00
40080 Youth & Young Adult Donations	5,593.22	6,600.00	84.74	6,600.00
40100 Special Events	2,715.76	400.00	678.94	400.00
40110 Wednesday Night Meals Donations	6,446.92	7,650.00	84.27	7,650.00
40120 Women Ministries	0.00	0.00	0.00	0.00
Other Income Totals:	62,794.26	15,650.00	401.24	15,650.00
Income Totals:	547,330.58	450,650.00	121.45	450,650.00

**Expense**

<b>Ministries</b>				
50000 Community Groups	0.00	250.00	0.00	250.00
50010 Connecting & Hospitality	929.51	1,000.00	92.95	1,000.00
50020 Grandparenting	379.65	500.00	75.93	500.00
50030 Library	55.72	0.00	0.00	0.00
50040 Men's Ministry	363.22	600.00	60.53	600.00
50050 Welcome	421.40	500.00	84.28	500.00
50060 Women's Ministry	2,604.66	1,019.00	255.60	1,019.00
50070 Worship	1,717.96	2,702.00	63.58	2,702.00
50080 Bereavement Team	1,397.20	0.00	0.00	0.00
50090 Wednesday Night Meals Exp.	7,046.32	7,650.00	92.10	7,650.00
50100 Children's Ministries	0.00	0.00	0.00	0.00
Ministries Totals:	14,915.64	14,221.00	104.88	14,221.00
<b>Children's Ministries</b>				
51000 Camp Scholarships	0.00	0.00	0.00	0.00
51010 Kids Groups	882.58	950.00	92.90	950.00
51020 Family Nights	175.53	400.00	43.88	400.00
51030 Ministry Expense	1,420.98	1,400.00	101.49	1,400.00
51040 Nursery	89.25	300.00	29.75	300.00
51050 Pathfinders	1,921.15	2,200.00	87.32	2,200.00
51060 Supplies - Children's Ministry	604.48	800.00	75.56	800.00
Children's Ministries Totals:	5,093.97	6,050.00	84.20	6,050.00

Account Shortcut and Description	YTD Actual	YTD Budget	YTD as % of	
			Annual Budget	Annual Budget
<b>Elders</b>				
52000 Background Checks	63.25	400.00	15.81	400.00
52010 Elder Blessing	1,686.18	1,000.00	168.61	1,000.00
52020 Elder Retreat	380.15	500.00	76.03	500.00
52030 Guest Speakers	0.00	0.00	0.00	0.00
52040 Misc. - Comm. Supplies, Sermon	1,632.59	1,500.00	108.83	1,500.00
52050 Pastoral Transition	0.00	0.00	0.00	0.00
52060 Training & Equipping	819.51	1,000.00	81.95	1,000.00
Elders Totals:	4,581.68	4,400.00	104.13	4,400.00
<b>Facility</b>				
53000 Landscaping	207.00	500.00	41.40	500.00
53010 Decorating	167.02	0.00	0.00	0.00
53020 Furnishings	6,074.00	0.00	0.00	0.00
53030 Insurance - Commercial	14,598.70	9,800.00	148.96	9,800.00
54000 Kitchen Equipment	711.94	500.00	142.38	500.00
54010 Kitchen Supplies	2,937.20	3,200.00	91.78	3,200.00
55000 Carpet Cleaning	6,241.26	2,000.00	312.06	2,000.00
55010 Cleaning Supplies	2,993.65	1,800.00	166.31	1,800.00
55020 Maintenance - General	15,404.26	5,000.00	308.08	5,000.00
55030 Snow Plowing	4,301.25	2,300.00	187.01	2,300.00
56010 Mortgage Principal	50,521.86	47,209.92	107.01	47,209.92
56011 Mortgage Interest Exp.	22,848.06	26,160.00	87.33	26,160.00
56020 Security	1,935.23	1,650.00	117.28	1,650.00
56023 Safety Team	0.00	500.00	0.00	500.00
56030 Utilities	17,277.33	20,000.00	86.38	20,000.00
Facility Totals:	146,218.76	120,619.92	121.22	120,619.92
<b>Office</b>				
60000 Communications	322.02	3,442.00	9.35	3,442.00
60010 Copiers/maint/toner,etc.	3,945.65	3,500.00	112.73	3,500.00
60020 Equipment & Computers	0.00	500.00	0.00	500.00
60030 Financial Fees, Checks, Website	7,510.21	6,500.00	115.54	6,500.00
60040 General Office Supplies	1,959.51	1,700.00	115.26	1,700.00
60050 Acctg. Services	9,760.00	5,400.00	180.74	5,400.00
60060 Postage	411.20	1,000.00	41.12	1,000.00
60070 Technology Services	2,472.56	2,500.00	98.90	2,500.00
Office Totals:	26,381.15	24,542.00	107.49	24,542.00
<b>Personnel</b>				
61000 Acctg. Asst	5,997.60	7,242.00	82.81	7,242.00
61010 Admin. Assistant	13,982.06	15,299.26	91.39	15,299.26
61020 Assoc. Pastor Salary	0.00	0.00	0.00	0.00
61021 Assoc. Pastory Health Allow.	0.00	0.00	0.00	0.00
61023 Assoc. Pastor Exp. Reimb.	0.00	0.00	0.00	0.00
61025 Assoc. Pastor Benefits Exp.	0.00	0.00	0.00	0.00
61030 Childrens Ministry Coord.	35,921.37	35,921.37	100.00	35,921.37
61040 Childrens Ministry Asst.	5,106.42	8,494.04	60.11	8,494.04
61050 Comm. Coord.	26,713.43	28,280.20	94.45	28,280.20

<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>
61300 Conferences/Cont. Ed.	1,702.39	2,000.00	85.11	2,000.00
61310 Relationship Buiding	573.82	500.00	114.76	500.00
61500 Employer FICA	7,923.95	8,354.24	94.84	8,354.24
61060 Custodian	15,862.45	13,966.80	113.57	13,966.80
61080 Sr. Pastor Salary	80,055.61	84,052.12	95.24	84,052.12
61081 Sr. Pastor Health Allow.	3,400.00	3,400.00	100.00	3,400.00
61082 Sr. Pastor Exp. Reimb.	1,854.61	1,800.00	103.03	1,800.00
61083 Sr. Pastor Benefits Exp.	2,401.57	2,521.56	95.24	2,521.56
61090 Youth Ministry Asst.	0.00	0.00	0.00	0.00
61093 IT Associate	0.00	0.00	0.00	0.00
<b>Personnel Totals:</b>	<b>201,495.28</b>	<b>211,831.59</b>	<b>95.12</b>	<b>211,831.59</b>
<b>Young Adults Ministries</b>				
62000 Jr. & Sr. High	4,770.72	9,100.00	52.42	9,100.00
62100 Young Adults	450.76	1,320.00	34.14	1,320.00
<b>Young Adults Ministries Totals:</b>	<b>5,221.48</b>	<b>10,420.00</b>	<b>50.11</b>	<b>10,420.00</b>
<b>Other Income/Expense</b>				
65000 Mission Share	53,865.00	47,850.00	112.57	47,850.00
65100 GF Transfer To Savings	0.00	0.00	0.00	0.00
<b>Other Income/Expense Totals:</b>	<b>53,865.00</b>	<b>47,850.00</b>	<b>112.57</b>	<b>47,850.00</b>
<b>Expense Totals:</b>	<b>457,772.96</b>	<b>439,934.51</b>	<b>104.05</b>	<b>439,934.51</b>
<b>Income - Expense:</b>	<b>89,557.62</b>	<b>10,715.49</b>		<b>10,715.49</b>

# Statement of Activities

## Preschool Fund

December 31, 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	39,715.00	37,920.00	104.73	37,920.00
46210 Preschool Donations	1,150.00	0.00	0.00	0.00
46220 Preschool Other Income	20.00	0.00	0.00	0.00
Contributions Totals:	40,885.00	37,920.00	107.82	37,920.00
Income Totals:	40,885.00	37,920.00	107.82	37,920.00
<b>Expense</b>				
<b>Preschool Staff</b>				
66200 Teacher - Lead	20,658.82	17,845.00	115.76	17,845.00
66210 Asst. Teacher	9,104.75	6,266.88	145.28	6,266.88
66215 Substitute Teacher	0.00	300.00	0.00	300.00
66500 Preschool ER FICA	2,659.42	2,306.62	115.29	2,306.62
66220 Preschool Director	5,000.00	5,000.00	100.00	5,000.00
Preschool Staff Totals:	37,422.99	31,718.50	117.98	31,718.50
<b>PS Operating Expenses</b>				
66300 Communications	256.40	600.00	42.73	600.00
66310 Equip/Furnishings	238.99	400.00	59.74	400.00
66320 Special Events	321.01	650.00	49.38	650.00
66330 State Fees/License	335.95	600.00	55.99	600.00
66340 Preschool Supplies	2,020.09	5,000.00	40.40	5,000.00
66350 Fund Transfer	0.00	0.00	0.00	0.00
PS Operating Expenses Totals:	3,172.44	7,250.00	43.76	7,250.00
Expense Totals:	40,595.43	38,968.50	104.17	38,968.50
<b>Income - Expense:</b>	289.57	(1,048.50)		(1,048.50)





## Facilities Report 2023

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

- New furnaces installed in Kids Zone in Feb. and Dec. – replaced original building furnaces
- New AC installed in Kids Zone in June
- Playground installed including sitework, grading, tree removal, new security camera, concrete, playground equip, etc, thanks to Doug, Zac, Hawk Const., Wes Trout (sand/topsoil), and many others. Remaining budget will be used in 2024 for picnic table, bench(es), canopy
- Sound baffles constructed and installed in community room
- City of Grand Rapids installed new LED parking lot light that was out
- Locking mechanisms installed on janitor and utility closet doors
- Leaky faucets in new bathrooms repaired multiple times, looking at options for water filtration system to remove sediment
- CO detectors in progress, esp preschool area
- Lock installed on Youth Room door
- American Eagle provided staff training for security system
- Security system keypad was moved from the kitchen to the entry way coat closet to be more accessible (was behind door in kitchen and wasn't being used)
- Security lanyard with emergency call capability for preschool/kids zone now being used, also available for use by custodians when working after hours
- 50 new worship center chairs purchased
- Spring yard clean up by Lake Country Lawn Care
- Storage area behind worship center cleaned out and organized by Sean and staff, donations to Restore
- New larger RO tanks for coffee bar and kitchen
- Shawn took over yard maintenance/mowing from Al Z.
- Additional security cameras added (parking lot, worship center (2), east entrance/hallway, playground), at least two of them were donated by American Eagle due to long lead times - 10 total cameras now, Security Team may be interested in one more or relocating one of the existing cameras for better view of common area
- Misc. electrical (light switches, outlets replaced)
- New youth room refrigerator
- Itasca Co. removed four dead trees in ditch out front, not all were in the Co. ROW but concerns about falling on road (~\$2k savings to GREFC)
- Cohasset Fire Dept. now has key to church to investigate fire/security alarms when triggered
- Fall PMs on all HVAC equip. by Quality Refrigeration & Heating
- Annual carpet cleaning in worship center, commons, youth room in December – Marge got bids this year and had Lake Country Cleaning do the work (less expensive than who we had been using previous years)
- Snow plowing awarded to A1 Concrete again for 2023-2024 season, kept rates the same as last year, will be salting/sanding parking lot this year as requested by GREFC



## Senior Pastor Annual Report 2023

### Pastor Micah Labovitch

The Lord is moving in the Minnesotan Northland. As I reflect on the year behind- and prayerfully approach the year ahead- that is the repeating drum in my core. “The Lord is Moving in the Northland.” And how grateful I am to have seen it firsthand with you all in the past year here in my own family, at GREFC, in Grand Rapids as a whole community, and in the Northland Region all together. As we studied many months ago in Matthew, chapter 9:35-36 states, “And Jesus went throughout all the cities and villages, teaching in their synagogues and proclaiming the gospel of the kingdom and healing every disease and affliction. When He saw the crowds, He had compassion on them, because they were harassed and helpless, like sheep without a shepherd.” I believe that, this year especially, we have seen the Lord doing those same things in a major way in our church: teaching, proclaiming, healing, and personally shepherding His flock.

We began this year in the book of Nehemiah, moving forward where we had left off from Ezra before Advent 2022. Then from Nehemiah we went into our Lent Series- a Study on the Psalm references in the New Testament as revealed the realities of Jesus Christ. And then, directly, after Easter, we began our study in Matthew. We sought to get a “big picture understanding” of the first 10 chapters of Matthew, and then zoomed in way closer for a more intimate, more challenging encounter with Jesus in Matthew 11-20. Finally, in mid-October, we transitioned to our Discipleship DNA series and ended the year with our 2023 Advent Series- *Christmas Songs*. This path allowed us to see that as the Lord restored and rebuilt His people from exile, it still gave them (and us) a greater sense of longing for the Messiah King to come. Then Matthew gave us just that: the face to face experience with Jesus that we all long for, though perhaps in more challenging ways than we anticipated. And finally, the last series of the year caused us to go even deeper: studying what it practically looks like to be a disciple of Jesus Christ and to see how the whole Bible points us to Jesus’ arrival, kingship, and glorious reign!

But the Lord has been moving in ways beyond Sunday Mornings as well- many of which were more “behind the scenes” at GREFC! In terms of proclaiming the Gospel of His Kingdom, God accomplished a lot of big moves in and through the Elder and Executive Boards this year: including major revisions to the HR and Employee guidelines, welcoming in several new Elders and Exec. Board members, refining critically important leadership foundations such as discerning our primary six values and our entire organizational structure as a church, and training (and releasing) new teachers to preach on a Sunday morning. These moves, while sometime seeming mundane, were critical for the Gospel health of our church. Sometimes we need to take a step back and ensure that we are biblically doing things right as an organization: as elders, in executive matters, and as a staff and ministry leadership. God has guided us every step of the way in this effort to “clean house” and get us ready for where He will be bringing us next!

And, yet, God didn’t just move behind the scenes. As the True and Great Shepherd, Jesus shepherded all of us together as a church this year. We have seen Him heal deep wounds,

expose and reconcile broken relationships, comfort those who have lost and mourned, and provide both financially and relationally for those in need. But, through Him, this year we have also seen record attendance on Sunday Mornings, Christmas, and Easter Services, we celebrated 16 baptisms this Summer, we saw the return of many cherished events (like Family Ice Fishing and the Gunn Park Picnic), and we saw partnerships with other churches in GR prove fruitful in a way like never before at the PPF Good Friday Service and Feed My Starving Children Events! And if that were not enough, as a church family we celebrated several weddings, new babies, and new members becoming a part of our community! God is moving in the Northland- and we, His people- are listening, responding, and moving in His Will by His Grace for His Glory in His Love! And there are so many more things- so many more stories- to share. But for now, I will leave those to the other ministry leaders and volunteers to cover in this annual report!

But to close, I will simply say this: I am so grateful and honored to be your Lead Pastor at GREFC. And my desperate prayer will always be that as the leadership of this church follows the Chief Shepherd Jesus Christ Himself, that *you* each will be equipped, empowered, and released in His Spirit to do the things that He planned for each of us to do (both individually and together as His church) before even the foundations of the world were set in place. My prayer is that you will encounter Jesus every day. Follow Jesus better every day. Believe in Him more confidently every day. And love Him more personally, more actively, every day. Go in peace, church. And thank you for the honor of allowing me to be your Pastor, your brother, and your family this year.

**In Christ,**

**Pastor Micah.**

# CHILDREN'S MINISTRY 2023

In February and March, a group of Pathfinders teachers dug into four different curriculum options to conduct a comprehensive review of content, format, and usability. After much reading and discussion, we came to a consensus to continue using Dig In by Group Publishing, specifically utilizing "The Life of Jesus" series for the 2023-24 school year.

Throughout the first part of 2023, we carried on with the Sunday morning schedule that was implemented as a test run in Fall 2022. All ages (nursery-Grade 5) were offered at 9 am. Additionally at 10:30, nursery, preschool, and kinder were again open for kids. Although had a few kids in attendance, we generally observed that the 10:30 time was not the first choice of many families. So, in the Fall of 2023, we returned to all ages being held at 9 am only on Sunday mornings. At that time, we added the Brick Bible class for 6<sup>th</sup> and 7<sup>th</sup> graders to the 9 am time slot, too, which was previously held at 10:30. As we look ahead to the future, we may consider other scheduling alternatives as we continue to look for ways to reach more families with the good news of Jesus and help kids grow in Christ.

Bible Boot Camp was held over 4 days in June. Our upper elementary kids had an intensive crash course in the big picture of the Bible! I am grateful for the opportunity the summer schedule allows to add this type of unique, in-depth experience for the kids.

Kid Groups continue to be fertile ground for building community and relationships as we seek Jesus together. Our Wednesday evening time is supplemented by the MidWeek meal that provides opportunity for gathering and connection for all ages. (Thank you, meals team!) And as of this past fall, we are able to offer open gym for kids after they eat and before they go to groups. For many of the kiddos, this has been a great experience of the broader community, as well as a chance to burn off some energy before they head off to meet with their leaders!

Our Children's Ministry Assistant, Rebecca Nelson, resigned in November. Her gracious spirit and servant heart, along with her Kid's Ministry skills, are missed! We look ahead to who God may bring into the position in 2024.

Stepping Stones Preschool continues to serve families from GREFC, the Grand Rapids community and surrounding areas. We are so grateful for the relationships with families that have been built this year and the opportunities God has provided for us to show His love to them! Laura Boyd retired from the assistant teacher position in Spring 2023, and we welcomed Alishia Warne as our new assistant in Fall 2023. Deb Grooms remains our lead teacher. All of these individuals are gifted in working with children and serve so well!

I'm thankful for much in 2023: consistent and committed volunteers that serve on a weekly or bi-weekly basis; teachers and leaders that aren't just looking for time fillers but seeking to help kids be filled with Jesus; our meals team that creates space for connection; an open gym; a church that knows that how we disciple kids matters; new relationships with kids and families; all this and so much more. Thank you, Jesus!

For 2024, I'm praying that we may have vision and wisdom for how to best use our space and resources to spread the gospel and help people draw closer to Jesus. I'm praying that those who are serving so faithfully will remain encouraged and able to joyfully continue the good work God has called them to. I'm praying for our hearts to be open and ready to however God may lead us to serve in the months ahead.

Thank you to each one who has prayed over, served in, and cared for the ministry to kids this year. It matters.

Respectfully Submitted,  
Sarah Schrapp  
Director of Children's Ministry and Stepping Stones Preschool



# 2024 JR High Ministry Annual Report

2023 was yet another year of big transitions for the middle school group, with last spring looking very different than the fall.

In the spring, we had 20-30 students coming consistently, including several unchurched students who had become regulars after being brought by their teammates. We loved getting to build relationships with them and getting to share Jesus with them. Our group formed a monthly worship night and ended the year with a night spent in prayer.

Over the summer, we joined forces with several local youth groups (collectively called Allies) to have 8 weeks of summer games, where students were able to connect over food and fun, and hear a student testimony very week. Also over the summer, we had some senior high students “adopt” some middle schoolers and put on a Bible study, all completely initiated and run by them! What a joy to celebrate the next generation capturing the heart of discipleship!

Over the summer, two things happened. We added several leaders who are an absolute blessing, and we rejoice in the team God brought together! So many people who love Jesus and these students!

The second thing that happened is the middle school moved to Sunday nights to help clear out some space for the Kid Groups and to collaborate with the high school group more. While the move has given us much needed time and space, we have lost somewhere between 1/3-1/2 of our group. We are in the process of reevaluating and reaching out to parents to see what we can do to adjust, but your prayers are always needed and appreciated. Meanwhile, we are loving the students we do have and challenging them to build habits that build intimacy with God.

God has been moving in the heart of one of our students who wrestles with fear and anxiety. We have been able to have many conversations about God’s response to our fears and how faithful and trustworthy he is, and we would love for you to join us in prayer as God continues to pursue them!

Overall, 2023 was a lot of praising God for a team with a diverse set of skills and lots of willing and loving hearts, thanking him for our students and how he’s moving in them, and pressing in to him as we make changes and seek what he has for our group.

Our leaders at this moment are Jeff Staudahar, Nate Geisler, Noel Griese, Ben Mattsen, Kelli Thompson, Becky Smith, and Julie Seledic. Rachel Staudahar and Abram Panchyshyn occasionally help when needed. Holly Duester, Cooper Schrapp, and Diana Lehmberg served last year as well.

We also have a team of people who bring (delicious!) snacks every week— Linda Olson, Allison Geisler, Emily Lindner, Megan Zervas, and Rachel Staudahar. We are so thankful for all the people God has brought together to love these students!





## Sr. High Youth Annual Report 2023

As we look back on 2023, we're thankful for the opportunities God has given us to invest in the lives of our youth and to see the work He is doing in them.

At the beginning of 2023, we continued our study in Genesis, and then finished with 1John in the spring. We also had special activities each month and had opportunities to serve. In May, we had our Year End Party where we said goodbye to our graduating Seniors and welcomed in a new group of Freshmen. Thank you Marli Gangi and Austin Green for being a part of this ministry in 2022-2023. We miss you and appreciate all you invested in both the leadership team and the youth.

Jacque Frank participated with ALLIES (Area Youth Groups of Grand Rapids) as they hosted activities and events throughout the summer. This provided an opportunity for our students to stay connected during the summer months, not only with one another, but also to build relationships with others in the community and with youth from other churches.

In September we combined with the Jr. High group for our Fall Kick-off which was a lot of fun! This year, we are studying the book of John and using Bible Study Fellowship's High School curriculum. We love studying God's Word with them. We've been so encouraged by the honest questions and discussions. It's exciting to see God at work, touching hearts, revealing truth, and challenging us all!

As Ministry Leaders, we were asked to answer these questions in our report:

1) How have you seen God move within your ministry?

-By providing leaders that love the Lord and have a heart for High School students. We're thankful for Sam Nikkel, Jacque Frank, and Clayton Lindner, and for their willingness to use their gifts to bless this ministry.

-By providing curriculum that has been a helpful resource as we study God's Word (2Timothy 3:16-17, Hebrews 4:12).

-When we see students have "Aa ha" moments, and know that it's His Spirit that has helped them understand a truth, or each week, seeing who He brings together and the opportunities that provides.

2) How has this Ministry helped accomplish our Vision of building community and developing personal relationships that lead others closer to Jesus and to becoming disciple makers?

-We're humbled to be a part of a ministry where we can see God doing some of these very things. We're excited to see Him raise up this next generation of disciples.

3) Hopes for 2024- Please pray with us for:

-Continued growth in their relationship with Christ, that His Spirit would draw them to know, love, trust and serve Him with all of their heart.

-Continued growth in their relationships with one another. That they would understand the importance of being part of the body and loving one another.

Sr.High Ministry Team,

Kevin Geisler, Angie Geisler, Sam Nikkel, Jacque Frank, Clayton Lindner



# Young Adult Ministry (The Gathering)

## 2023 Annual Ministry Report

In all honesty, we recognize that the Gathering is struggling right now. As our leaders are no longer “young adults” themselves and are moving on to new stages of life, and the majority of the group that comes has also aged up, we are not necessarily a “young adult” group anymore. Also, as our leadership team has had so many major life changes this year, we have struggled with capacity to reach out to and connect with young adults in the community.

The Gathering is currently functioning as more of a community group to people in their 20s and 30s, the majority of which are either in a career or married. Most of this time is spend fellowshiping, with a ladies Bible study happening bi-weekly.

We struggle to answer the questions asked about our ministry because of these factors. Our goal and vision at this time is to be prayerful about what God has for The Gathering, if and how He desires for it to continue. Will it return to its roots as a young adult group, or will we “rebrand” as a community group of this age/stage? If we “rebrand,” how can we work on connecting with other young adult groups that we know about in Grand Rapids so that young adults can still have a place they can grow and be discipled?

We of course would still welcome young adults and would love to disciple them one-on-one but recognize the need for young adults to have a community of people in their same stage of life to connect with.

We would love if you would partner in prayer with us on this as we desire The Gathering to follow God’s leading into the new year, even if that means some big changes.

Respectfully Submitted by,

The Gathering Leadership Team:

Aubree Forsline, Joe Forsline, Adrian Nelson, Rebecca Nelson, & Trisha Ranso



## Men's Ministry 2023 Highlights-2024 Goals

### 2023 Highlights:

Men's ministry core group was expanded. Core group members. Ben Panchyshyn, Ben Nissan, Chris Brown and Tim Hasbargen. The core group completed a How to Build a Life Changing Men's Ministry book study using a virtual format. Outcomes of the study include surveying men within the church, value of co-presenters for small group structure, with ideas for engagement and individual growth.

The ministry to men goal includes:

*Together, Living with Purpose by: Building a Community that loves everyone deeply, Developing Personal Relationships that lead others closer to Jesus, and Equipping each Generation to follow Jesus and become Disciple Makers.*

The community is kicked off in a group setting, but the goal is to intensify relationships at a man to man level. That relationship between believers strengthens and encourages. That relationship when extended to those distant to Christ reflects Christ to them. Growth is to be passed on as each of us get one step closer to Christ and as we pass on who we are in Christ to another generation, or to a whole new set of generational family impact. Statistics presented indicate that if Dad comes to Christ 89% of the rest of the families come to Christ. And yet, 60% of kids today do not have a Dad in their life. 85% of men come to Christ through interaction from another man.

Fall offerings included a Monday evening group. A Wednesday evening group was started to build on a time when a group of men were already engaged at the church. The ongoing Friday morning group has now moved and is meeting on Friday mornings at the church.

### 2024 Plans:

January: Chili Cookoff—Spring Ministry Kickoff

- This event included a survey of the 16 men present.
- It included promotion for the upcoming No Regrets conference

February 3, 2004: No Regrets Men's Conference-Triumphant Life Church

- Sign up
- Bring another man

Monday evening starting Feb 05: 6:30 pm to 8:00 pm

- No Regrets Follow up Study: Start
- 6 week study minimum. No Regrets topical study.

Wednesday evening:

- Come for the Wednesday evening meal
- Join church chair setting
- Short devotional (10-15 min) before the kids get released

Friday Morning

- 6:30 am to 8:00 am in the Pine Room
- Current study: Psalm 119. Understanding and Studying the Word

Team Needs:

-Help with activity set up-promotion/invitation. Detailer.

Always room for co-presenters for small group facilitation

All team need:

- Peter—Leadman-spokesman
- Andrew—Come and see. Promoter based on relationship
- Paul—Scripture alignment
- Barnabas—encourager.

## Women's Ministry Annual Report 2023

Women's Ministry Team		Kristen Panchyshyn, Donna Bordner, Karol Rae Rokala, Emily Lindner		
Month	Activity	Date	Attendance	Titus Tables
January	NA			New Tables in April: 12 tables, 74 ladies
February	Movie Night "Jesus Revolution"			September: Up to 14 tables
March	IF: Gathering	24-25	41	December: Ended year with 12
April	NA			
May	Women's Brunch	27	14 +4 littles	
June	Bonfire	20	16	
July	Kayak/Canoe/Pontoon	23	15	
August	Picnic on the Patio!	14		
September	Bunko with Men	30	10	
October	Craft Night/Pumpkin Party	24	25+	
November	Christmas Tea	17th	about 70	
December	NA			

Bible Studies		
Spring Bible Studies	BSF --	
	Breathe--AM (Karol Rae)	
	Breathe--PM (Emily)	
Fall Bible Studies	BSF -- John?	
	Abide --Jen Wilkin (AM-Emily)	
	Abide --Jen Wilkin (PM-Kristen)	

Our focus in Women's Ministry this year was to ABIDE in Christ. Our key verse was John 15:5 "I am the vine; you are the branches. Whoever abides in me and I in him, he it is that bears much fruit, for apart from me you can do nothing." We ended our year by utilizing this theme at our annual Christmas Tea. With the help of several women of our church we had a wonderful panel discussion that led many to look more deeply at their own relationship with Jesus and encouraged all to see how they can abide in Him as well as how we can support others as they learn to abide as well.

Looking back at 2023 as a whole we have been able to be a part of so many wonderful activities and connections that were made this past year. Each event has given a sense of belonging to many women of our church family. We have had the privilege of continuing to grow connections with long time friends as well as welcoming many new faces this past year. While some activities have grown in number, we also see that others have dwindled a bit. This gives us pause to consider new ideas and think about what's working and what's not. Our goal for Women's Ministry for GREFC is to always follow God's leading to keep things relevant for the women of our church body and the surrounding areas. Because of this we know that we always have to be reevaluating all that we do to ensure that we are following the GREFC vision and mission statement and ultimately God's calling. We constantly ask ourselves, "How does this event, activity, study, etc. encourage the women of our church to search out and go deeper with Jesus?" "How are we being disciples who make disciples?"

This leads us to 2024! Our theme this year is still in the development process but we are looking toward "Being Ready for Jesus". More to come with this! On another note, one potential change is this may be the last year we participate in IF:Gathering. While we have enjoyed the years we have done this event, we also see that there are some aspects that don't necessarily correlate with our church as a whole. This year we will be evaluating IF:2024 to see how well it fits us and looking for other options for the future. Another change for the new year is the departure of Karol Rae Rokala from our team. We are sad to see her step down however we are also very excited for where God is leading her as she ventures out to speaking engagements and other adventures. In the meantime, we are looking for 1-2 other ladies to join our group! Please prayerfully consider your potential role in this ministry.

Along with all this, we look forward to the various bible studies that will be starting in February as well as other events we will be hosting throughout this year. As always we are desiring your input regarding ideas for events, ways to support, and suggestions of how to encourage your growth in your relationship with the church family and with Jesus. We invite you to connect with any of us at any time to give your suggestions!

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





## Legacy Builders 2023 Annual Report

The Legacy Builders Ministry has had an interesting year with some ups and some downs. Here is a list of the things we feel are of importance.

1. We have had several equipping and encouraging meetings/brunches with several new people attending, which is encouraging. Content of the videos we share is always very excellent, based on Christian principles, prompting much discussion.
2. We have shown our resource area, which is on a shelf in the Pine Room, to those interested. We need to work on making it more accessible and easy for people to find information they're looking for, as well as advertising it more.
3. Michelle started, upon our request, and has continued to include a link for Grandparent Resources (from the Legacy Coalition) in the Weekly Roundup, which is great, especially to those unfamiliar with that organization and the many resources available.
4. We were able to be the Ministry of the Week on a Sunday in July and speak up in the front of both church services to highlight our ministry and show a video of the Legacy Coalition's mission, on which we're based. It spoke of the urgency of sharing the gospel with our loved ones in the remaining time we have, as aging grandparents with our days being limited. We got good feedback from several attenders afterwards.
5. We have been asked to present some videos for discussion at the Better Together meetings (for seniors in our church) and will continue to do so in 2024. These have generated much great discussion and hopefully will help those in attendance in their relationships with their children and grandchildren.
6. Sadly, we were unable to host our late summer picnic, as it was raining very hard that day.
7. We promoted the Legacy Coalition National Conference Simulcast up in front in the church for both services in August, for the event held in October.
8. Donna and Gary attended the simulcast of the 2023 Legacy Coalition National Summit in Forest Lake, MN in October, and were reenergized by that. No other GREFC attenders were able to attend this event.
9. We purchased another book (we have many others in our resource area) that is written by Larry Fowler, founder of the Legacy Coalition, titled My Wish of all Wishes. It's about wanting all of his (and our) grandchildren in heaven with him. That will be advertised as being available to borrow and be returned (or for people to buy their own copy).
10. With the year end and having some funds remaining (since we didn't have the picnic), Donna suggested that we pair up with the Children's Ministry and see if we could provide something for the kids in our church as a year-end gift of encouragement and let them know we are praying for them. We talked to Sarah Schrapp, Children's Ministry Director, and decided to purchase 3 different items (140 of each) for the gift bags that were handed out on Christmas Eve. We purchased Christmas pencils, candy canes and a nativity scene wooden ornament with John 3:16 written (laser cut) on them and a short note from us. We also helped pack the bags with these and other items. We pray that these are appreciated and draw kids closer to the real meaning of Christmas...Jesus's birth and the salvation we have through his death for us on the cross. Sarah was very appreciative, as her budget had already been depleted....God works in mysterious ways!

Other members of our ministry team are Kathy and Chuck Miller, Vickie and Jim Azure.

In 2024 we plan on continuing similar offerings, encouraging more participation and getting the word out about the growing resources available for discipling your adult children and grandchildren. Although numbers have been down for some of our meetings, which discourages us on the Steering Committee, we are still going forward with our message because of the

## **Legacy Builders 2023 Annual Report**

importance of discipling our grandchildren. This is also a Biblical mandate which pleases God and is of such importance in today's culture.

Submitted by Gary and Donna Bordner, Legacy Builders leaders

## Annual Worship Ministry Report 2023

Looking back on 2023, we see many ways in which the Lord was moving in worship ministry. From bringing us valuable new team members to renewing the spark in seasoned worshippers, we see His hand throughout.

We continue with our weekly devotional, "Refocus" by Aaron Bucy, aimed at worship leaders and worship teams. We crafted our Worship Ministry Strategic Plan and were able to put our policies and procedures in writing. These resources can be found in the Media section of planning center along with various forms such as member application, service request form, and recommended readings. We continue with the practical side of worship leading (i.e., transitions, song and sermon or scriptural alignment) as well as the continual pursuit of growth both as musicians and as followers of Christ. Finally, we were excited to be able to re-implement the Gunn Park service. This serves as a wonderful event in which the whole E Free family can meet together at the same time.

There were also things that didn't quite work out in 2023 such as adding in a second sound technician each week to focus solely on the online mix. But no worries, our seasoned and faithful sound crew continue to meet the needs of our congregation both in person and online every single week.

The Worship Ministry aims to accomplish the GREFC vision: Together, Living with Purpose by: Building a Community that loves everyone deeply, Developing Personal Relationships that lead others closer to Jesus, and Equipping each Generation to follow Jesus and become Disciple Makers. Our ministry strategic plan expands on how we fulfill this vision. Examples of how this is accomplished can be seen by our service to our congregation, the multigenerational volunteers that serve every week, serving in celebrations of life, partnerships and support for community events such as those put on by Jason Green (Worship in the Pines and providing worship for Celebrate Recovery), continual focus on personal and spiritual growth, and by simply loving and serving each other.

Looking ahead to 2024, we will continue with our weekly devotional, as well as, working towards mastery of our roles within the team. There is also consideration for a summer group read-through/study of a worship-themed text.

As always, 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.

Respectfully submitted,

Alicia Alleman

*Praise God from whom all blessings flow, praise Him all creatures here below, praise Him above the heavenly host, praise Father, Son, and Holy Ghost, Amen. -Doxology*

The worship ministry consists of 39 faithful volunteers, 34 of whom served in 2023.

*We leave room for those that are currently away but often serve upon return or visits home.*

<b>First Name</b>	<b>Last Name</b>	<b>Last Scheduled</b>
Abram	Panchyshyn	31-Dec-23
Alicia	Alleman	14-Jan-24
Amelia	Frank	15-Oct-23
Anna	Haman	17-Dec-23
Asher	Frank	19-Nov-23
Austin	Green	11-Jan-24
Bethany	Allen	19-Nov-23
Brinley	Gebhart	31-Dec-23
Cassidy	Alleman	19-Nov-23
Cate	Schwake	15-Jan-23
Clare	Schwake	22-Jan-23
Cody	Alleman	14-Jan-24
Dan	Carlson	17-Dec-23
Dan	Sandeen	10-Dec-23
Ethan	Panchyshyn	9-Apr-23
Frank M.	Gangi	14-Jan-24
GREFC	Guest	10-Dec-23
Holly	Duester	23-Jul-23
Jason	Green	21-Jan-24
Jerry	Mariano	31-Dec-23
Jim	Azure	24-Dec-23
Kelli	Bishop	2-Jul-23
Kimberly	Hake	11-Jan-24
Lance	Huebscher	17-Dec-23
Leah	Ashby	24-Dec-23
Megan	Gunnerson	24-Dec-23
Micah	Labovitch	19-Mar-23
Nancy	Grossman	31-Dec-23
Neil	Seledic	24-Dec-23
Nikki	Gebhart	31-Dec-23
Noel	Griese	31-Dec-23
Robert	Bessenbacher	12-Nov-23
Steve	Mero	7-Jan-24
Waldy	Duester	7-Jan-24

## Missions Ministry Report 2023

Greetings from the Missions Ministry! We had quite a year in 2023, with lots of changes, updates, challenges, and possibilities. Last year the biggest change was a relaunching of the Missions Team and setting the stage for 2024. A big shoutout to all who have led the way previously, and a special thank you and job well done to Marilyn Isaac for her steadfast leadership these past many years.

Back in July we relaunched the Missions Ministry with quite a few interested folks attending the informational meeting. Out of that, and over the next several months, the team came together and started the groundwork for the coming year. Here are the new (and some previous) missions ministry members: Aubree Forsline, Frank Gangi, Marlo Gangi, Doug Hanson, Paul Huttner, Kasia Labovitch, Quintin Legler, Jerry Mariano, Duane Mrnak, and Rachel Staudahar.

Our first tasks were to finalize the members, refine the mission and vision statement of the ministry, along with revamping the support request form, all while keeping the existing missions support going.

*Missions Ministry Vision Statement: To support and equip the proclaiming of the gospel through prayer, financial stewardship, outreach, and personal relationships with those we've been called to support locally, nationally, and around the world.*

Looking into 2024, our primary goals will be to connect deeper with our supported missionaries and perform a review to make sure we are still in alignment with our goals and theirs. We will be supporting the Dominican trip in April and aim to find some additional support opportunities that fit our mission. The secondary goal is to become more visible to the congregation, including more frequent communication and sharing what is happening with our supported missionaries, as well as looking for ways to involve other ministries with the mission's outreach.

As we embark on this new year, we could use your prayers, specifically for wisdom and discernment for this ministry. Also, if your ministry would like to partner with a supported missionary, we would love to start making those connections. Thank you all for your support of our ministry over the years and we look forward to a year filled with continued growth and following the Lord's leading in our missional outreach locally, nationally, and around the world.

Respectfully submitted,

*Frank M. Gangi*

Frank M. Gangi  
Missions Ministry Leader



## Connecting & Hospitality Ministry

### 2023 report

Our committee includes Jim and Vickie Azure, Chuck and Kathy Miller, Dave and Rhonda Amundson, Stacy Godfrey, Diane Legler, and Rob and Debbie Grooms. Of course, many other people help out with setting up and taking down tables and chairs and food preparation.

We started out with the family fishing day which was great fun. It involved building relationships while having fun at the same time. We even had a horse and goat on the ice. It was great to see the young and older spending time together. We also had potlucks each quarter which is another great time for people to meet new people and build relationships which gives a feeling of being a church family. We had great turnouts. We provided roses on Mother's Day which helps women feel that their role is important in God's eyes and ours as a church. We started the "Better Together" group for persons who are at retirement age. We met 6 times so far. We don't meet in the summer months or January. We meet the 1<sup>st</sup> Tuesday of the month at 10:00-12:00 or so. We have prayed together, played games, had pot luck, told testimonies, watched grandparenting videos and discussed how situations in our lives are difficult when living the Christian life. We prepared food and served for the baptism at Tioga Beach and all church potluck and picnic at Gunn Park. Those are great times when you can notice people connecting as a church family. We also served for the pie social after the Thanksgiving eve church service. All of these activities encourage disciple making by encouraging relationship building. "Better Together" has encouraged people to facilitate meetings which gets people out of their comfort zone and fosters leadership.

Azures have enjoyed their leadership role in this ministry; however, it is time to pass the baton on to another leader. We plan to continue to still be on the committee, but not in a leadership role starting in January, 2024.





# Welcome Team Annual Report

Ministry Year: 2023

Number of Volunteers: 35

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.

One of the things I consistently hear from so many people in the church is how welcoming we are, and I attribute a big part of that to our great Welcome Team volunteers. These dedicated men and women show up every Sunday and love people well by offering a warm welcome to everyone who steps through our doors, by helping them find their way – whether that's to the Kid Zone or to the restrooms -, and by praying for everyone who walks through our doors, that they would know and experience the love of God through our church service.

2023 has been a good year as much of the training in the last two years has been implemented and is going smoothly. Many attended our August training. This fall we added a few people to our team but we have also lost a number of people so that we are down in volunteers available on Sunday mornings. 2024 will find us actively trying to fill our roster again. Welcome Team is a great place to start serving in a church if you've never served before, so we will target newer people and encourage them to dip their toes in by serving on our Team.

We will be kicking off 2024 with a Welcome Team Visioning & Social at the end of January. We will hopefully be having a team picnic this summer and we will again have recruiting and training in August.

Respectfully Submitted by,

Michelle Schwake  
Welcome Team Leader



## Ministry Report for Midweek Meals

Jan 10, 2024

Karla King

Midweek Meals is enjoying a great year. Due to economic changes and changes in attendance we are having to access more of our budget money this year. So far we have used just over \$1200 of our \$7650 budget. Our goal is to reach more, invite more, serve more people in Christ with food and fellowship.

We have taken steps to expand the fellowship of our ministry. We encourage others to invite those they come in contact with and grow their relationships with others and with Christ. We have noticed that these small and inexpensive changes have had impact and created many smiles.

We have also partnered with Womens Ministries and will be using our surplus to serve a wider range of families in our church community in the future. We strive to utilize the funds we have been provided in the most impactful way possible.



## BEREAVEMENT TEAM REPORT 2023

This past year we were able to help three families honor the lives of a loved one. We were able to grieve with them in their loss yet celebrate the fact that their loved one is home with their Lord and Savior. What a blessing and privilege it is to be able to come beside these families during this time. We were blessed with many volunteers supplying deserts and helping in the kitchen. It is amazing to see the number of volunteers that come out when there is a need.

We also encouraged the spouse of each loved one with an ornament to remember them by and a note of encouragement and prayer; knowing that the Holiday time of year can be extra hard.

We did have a team member step down this year, so we are looking for another committee member or two. We always appreciate those that step up during the time of the funeral and look forward to serving with you again when the need arises.

The Bereavement Team,

Angie Geisler  
Chris Geirsdorf  
Kasia Labovitch  
Sandy Lanzo  
Diane Legler  
Candy Odden



## GREFC Safety Team

Our purpose is to provide organized care / support in the case of a traumatic incident at the church.

We have two intertwined but separate entities to our team.

1. A security group lead by Derek Youngren
2. A medical group lead by Kim Hake

We are in the early stages of organizing this team and have not had an official team meeting yet. Our goal for this coming year is to get the team leads together and develop a purpose statement, structure a weekly / monthly schedule and then to hold training sessions with our team members. We also will be drafting an incident report to be filled out after an incident occurs which will be filed for future reference if needed.

After a medical emergency occurred this last year, we recognized the need for a medical response bag. Kim was able to make a contact and purchased a bag that will have the needed items for such an emergency and the cost was very reasonable.

Our security team has been responsible mainly in the Kid Zone area where we have a lot of youngsters and are striving to keep them safe and be another set of eyes and ears to assist the Children's ministry leaders.

God has blessed us with many people here that are medically trained and safety oriented. We wish to put those people to action in an organized way.

Cal Kangas





# GREFC 2023 Membership Roster

<u>Member Name</u>	<u>Date Joined</u>				
		Frank Gangi	04/15/2003	Dinah Morgan	01/20/2009
Tammy Ranso	11/18/1987	Marlo Gangi	04/15/2003	Beau Geisler	10/19/2010
Joel Boyd	01/18/1989	Brian Giersdorf	04/15/2003	Larry Curtiss	04/17/2012
Laura Boyd	01/18/1989	Chris Giersdorf	04/15/2003	Lorraine Curtiss	04/17/2012
Cal Kangas	01/18/1989	Candy Odden	04/15/2003	Ward Sutton	04/16/2013
Bonnie Kangas	01/18/1989	Scott Bainville	01/18/2005	Brian Harling	04/16/2013
Kevin Geisler	01/15/1992	Jane Bainville	01/18/2005	Sandy Harling	04/16/2013
Angie Geisler	01/15/1992	Krista Skyles	01/18/2005	Ryker VanDrunen	10/15/2013
Nancy Grossman	01/15/1992	Kari Borgman	01/18/2005	Rachel VanDrunen	10/15/2013
Trudy Hasbargen	01/15/1992	Jerry Mariano	01/18/2005	Jim Azure	01/20/2015
Gwen Geisler	05/27/1993	Jenny Mariano	01/18/2005	Vickie Azure	01/20/2015
Dean Odden	11/10/1993	Doug Hanson	03/06/2005	Bill Carnes	01/20/2015
Joel Hagen	04/09/1995	Nancy Hanson	03/06/2005	Sharon Carnes	01/20/2015
Linda Hagen	04/09/1995	Audrey Grinde	04/19/2005	Paul Huttner	01/20/2015
Dan Hertle	04/09/1995	Donna Huebscher	04/19/2005	Ann Marie Huttner	01/20/2015
Larry Hopkins	04/09/1995	Richard Beckrich	10/18/2005	Scott Schwake	01/20/2015
Carrie Hopkins	04/09/1995	Leslie Beckrich	10/18/2005	Michelle Schwake	01/20/2015
Ken Stapleton	04/09/1998	Matt Rajala	04/17/2007	Cody Alleman	07/21/2015
Greg Tatter	11/30/1998	Matt Grose	08/15/2007	Alicia Alleman	07/21/2015
Ruth Tatter	11/30/1998	Jodi Grose	08/15/200	Nick Schrapp	07/21/2015
Rick Seeling	10/19/1999	Marilyn Isaac	10/16/2007	Sarah Schrapp	07/21/2015
Terri Seeling	10/19/1999	Duane Mrnak	10/16/2007	Zac Preble	10/20/2015
Andrea Danson	01/01/2000	Lisa Mrnak	10/16/2007	Chelsea Preble	10/20/2015
Quentin Legler	01/01/2000	Ron Killian	01/20/2009	Eric Mousel	04/19/2016
Diane Legler	01/01/2000	Ann Killian	01/20/2009	Alaina Mousel	04/19/2016
Steve Mero	07/18/2000	Dean Morgan	01/20/2009	Brent King	07/19/2016

# GREFC 2023 Membership Roster con't

Karla King	07/19/2016	Pam Brown	1/25/2022
Kathy Miller	07/17/2017	Bill Grothe	1/25/2022
Gary Bordner	10/17/2017	Millie Grothe	1/25/2022
Donna Bordner	10/17/2017	Marge Haanpaa	1/25/2022
Dan Carlson	10/17/2017	Kim Hake	7/19/2022
Rita Carlson	10/17/2017	Mike Hake	7/19/2022
Rachel Staudahar	1/16/2018	Kasia Labovitch	7/19/2022
Gary Oja	1/16/18	Micah Labovitch	7/19/2022
Kim Oja	1/16/2018	Diana Lehmberg	10/25/2022
Ben Panchyshyn	7/17/2018	Ashley Lindner	10/25/2022
Kristin Panchyshyn	7/17/2018	Nate Lindner	01/24/2023
Neil Seledic	7/17/2018	Chris Bishop	01/24/2023
Julie Seledic	7/17/2018	Kelli Bishop	01/24/2023
Jason Green	1/22/2019	Deb Bounds	04/18/2023
Tim Hasbargen	1/22/2019	Greg Bounds	04/18/2023
Nancy Hasbargen	1/22/2019	Aubree Forsline	04/18/2023
Jeff Staudahar	7/16/2019	Joseph Forsline	04/18/2023
Adrian Nelson	1/21/2020	Debbie Gemmill	04/18/2023
Rebecca Nelson	1/21/2020	Jeff Gemmill	04/18/2023
Mike Protelsch	1/21/2020	Greg Lanzo	04/18/2023
Vicki Protelsch	1/21/2020	Sandy Lanzo	04/18/2023
Trisha Ranso	1/21/2020	Kara Lundin	04/18/2023
Barry Pederson	1/19/2021	Clayton Lindner	07/18/2023
Becky Pederson	1/19/2021	Emily Lindner	07/18/2023
Corinn Tiwari	7/27/2021	Derek Youngren	10/17/2023
Chris Brown	1/25/2022	Naomi Youngren	10/17/2023

**As of 01/01/2024, GREFC has 130 members (we had 117 in 2022).**

**Sixteen new members** were added to the membership roster in 2023: Nate Lindner, Chris & Kelli Bishop, Greg & Deb Bounds, Joe & Aubree Forsline, Jeff & Debbie Gemmill, Greg & Sandy Lanzo, Kara Lundin, Clayton & Emily Lindner, Derek & Naomi Youngren.

**Four members were dropped** from our membership rolls: David Gaustad, Steve Wick, Faith Wick, and Roxanne Zerwas.

As of 01/01/2024, we have **190 family units** attending made up of **529 people** (adults and children, members and non-members) in our database.

# GREFC 2023 Membership Roster con't

## 2023 Faith

### Statements

**Four people accepted Jesus as their Lord and Savior!**

**14 People were baptized in 2023:**

Amelia Frank  
Elsie Frank  
Jackson Frank  
Maggie Frank  
Clayton Hake  
Mike Hake  
Bonnie Kangas  
Cal Kangas  
Jake Langeslag  
Anna Lindner  
Alissa Sandeen  
Easton Sandeen  
Deb Skelly  
Hadley Smith

**One child was dedicated in 2023:**

Eleanor Staudahar - 02/26/2023

## 2023 Other Events

**We had four weddings among our attendees:**

Jason Merritt & Ann Backes-Merritt - 03/03/2023.  
Austin & Emily Jaeger - 07/14/2023  
Matt & McKayla Grife - 11/25/2023  
Andrew & Morgan Grooms - 12/02/2023

**We had seven babies born in 2023:**

Calum Zerfas - 01/04/2023  
Westin Grooms - 01/25/2023  
Finn Thompson - 05/05/2023  
Charley Nelson - 05/07/2023  
Elias Labovitch - 10/13/2023  
Ezra Labovitch - 10/13/2023  
Myra Staudahar - 11/04/2023

**We lost two other attenders in 2023:**

Sheila Dorholt - 05/12/2023  
Bob Warix - 10/01/2023

## 2023 Attendance

Average Sunday Morning Attendance: 318

Percent Growth 2022 to 2023: 6.4%

Easter Attendance: 520

Christmas Attendance: 515

Average In-Person Attendance: 303

Average Online Attendance: 15

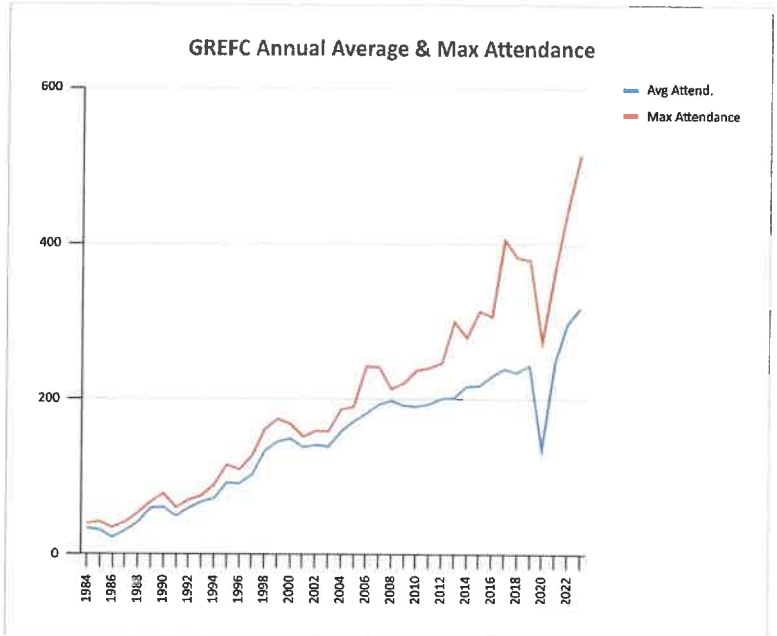
Average In-Person 1st Service: 206

Average In-Person 2nd Service: 90



## Average Attendance

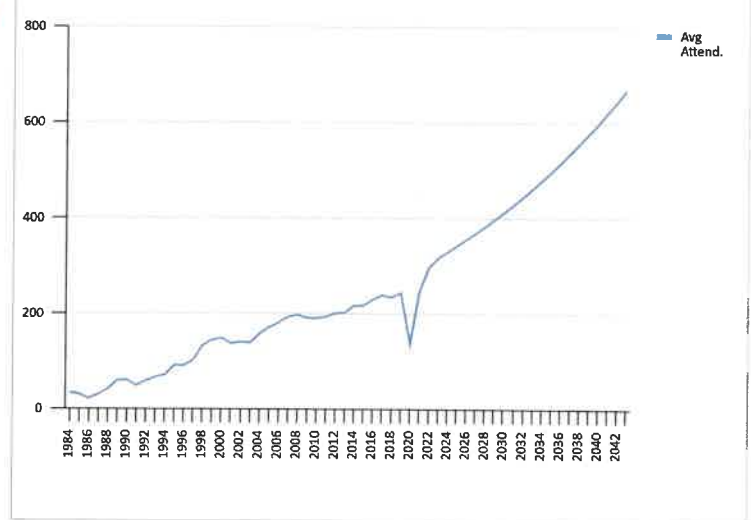
Year	Avg Attend.	Yearly Increase/Decrease	Max Attendance	% Growth
1984	34		39	
1985	31	-3	42	-8%
1986	22	-10	34	-44%
1987	30	9	41	29%
1988	41	11	53	26%
1989	59	18	67	31%
1990	61	1	78	2%
1991	49	-11	60	-23%
1992	59	10	70	17%
1993	67	8	75	12%
1994	72	5	89	6%
1995	92	20	115	21%
1996	91	0	109	0%
1997	102	11	127	10%
1998	133	31	161	23%
1999	145	12	174	8%
2000	149	4	168	3%
2001	138	-11	151	-8%
2002	141	3	159	2%
2003	139	-2	158	-1%
2004	158	19	187	12%
2005	171	13	190	8%
2006	181	10	242	6%
2007	193	12	241	6%
2008	198	5	213	3%
2009	192	-6	221	-3%
2010	191	-1	237	-1%
2011	194	3	240	2%
2012	201	7	246	3%
2013	202	1	300	0%
2014	216	14	279	7%
2015	218	1	313	1%
2016	230	12	306	5%
2017	239	10	405	4%
2018	235	-5	382	-2%
2019	244	9	379	4%
2020	136	-107	274	-79%
2021	247	111	367	45%
2022	297	50	445	17%
2023	318	20	515	6%
2024	330			4%
2025	342			4%
2026	355			4%
2027	369			4%
2028	383			4%
2029	397			4%
2030	412			4%
2031	428			4%
2032	444			4%
2033	461			4%
2034	479			4%
2035	497			4%
2036	516			4%
2037	535			4%
2038	556			4%
2039	577			4%
2040	599			4%
2041	621			4%
2042	645			4%
2043	670			4%
2043	695			4%



### Avg. Online Attendance

2020	26
2021	17
2022	12
2023	15

GREFC Annual Average Attendance  
20 Year Projection (assuming 4% growth rate)



### 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	206	90	All Kids Programming, age zero to grade 7, at 9:00 am - No kids/student programs at 10:30 am

