



HOLY SPIRIT
LUTHERAN CHURCH

WORSHIP GOD
FOLLOW JESUS
SHARE THE WORD



Semi-Annual Congregational Meeting June 15, 2025

Agenda

June 15, 2025

OPENING PRAYER

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 Approve previous meeting minutes

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OPEN DISCUSSION

ADJOURN WITH THE LORD’S PRAYER

**Semi-Annual Congregation
Meeting Minutes
December 8, 2024
Present:** See Sign-in Sheets

The Semi-Annual Meeting was called to order by President: Greg Dietrich at 11:56am.

All attendees are asked to sign in on the attendance sheets. Pastor Nathan started the meeting with an opening prayer.

Minutes from the June 2024 Semi Annual Congregational meeting were presented. A motion to approve the minutes was made by Julie Hargrove and seconded by Rick Ballreich. All were in favor: the minutes were approved.

Financial Review:

- General Fund overview was presented.
- To date 2024 income and expenses are favorable to the budget.
- Discuss ensued regarding roof fund. Questions answered.
- Phil Sloan shared details of revenues/expenses for the proposed 2025 Budget.
- Motion to accept budget by Phil Holmblade with second by Barb Shaffer. All were in favor.

Staff and Ministry Reports:

Committee Reports were made available to read and review with in-person clarification, when requested.

- Five youth went to National Gathering – the next Youth Gathering will be in 3 years in Minneapolis. (2027)
- Adult Education classes starting in Jan 2025 – Pastor requests suggestions
- Holy Spirit turns 60 years old- first service was in October 1964
- Collecting pictures for the 60th celebration

Motion to Adjourn the meeting by Barb Shaffer and seconded by Tina Jones. All were in favor.

Meeting adjourned with the Lord's Prayer at appx 1:05pm

Respectfully submitted by Carol Johnson



(left) Mini-golf and ice cream at Uncle Ray's
(center & right) Making Super Bowl Subs
We raised \$700! Thank you!

STAFF REPORTS

Pastor Nathan Allen

Let love be genuine; hate what is evil; hold fast to what is good; ¹⁰ love one another with mutual affection; outdo one another in showing honor. ¹¹ Do not lag in zeal; be ardent in spirit; serve the Lord. ¹² Rejoice in hope; be patient in affliction; persevere in prayer. ¹³ Contribute to the needs of the saints; pursue hospitality to strangers.
– Romans 12:9-13 (NRSV)

One of the questions we discussed in our recent *Lutheran Questions, Lutheran Answers* class was “What is the relation between worship and the rest of life?” Dr. Marty began his answer stating, “In many ways, worship properly achieved, *is* the rest of life.” In other words, what we do here on Sunday mornings helps us to continue to worship God through what we do the other six days of the week. If we are doing what Paul is saying here in Romans 12:9-13 (and really all the way to the end of the chapter in vs. 21), our worship just begins on Sunday mornings and continues on in the mutual affection and hospitality we show others, in the hope and patience we have, and in the prayers we offer each day. My hope is that in the following pages you see some of the ways we as a congregation have carried our worship beyond Sunday mornings, and that our collective ministry inspires you as you live out your own faith. Here are just a few of the ways I have seen us carrying our worship into the world in the past six months.

“Rejoice in hope; be patient in affliction”

In March, we officially welcomed Angie Kosek, Kailan Meyer and her sons, Daxon, Caden and T.J. Helm, Terry Roesner, and Theresa & Joe Whiteside and their daughter, McKennah. On April 6, we celebrated with Molly Pieper, Caitlyn Tripp, and Chase and Riley Wiedeman and their families as they received Holy Communion for the first time. Also in April, we celebrated Chase and Riley Wiedeman’s baptism on April 6, and Emilia Brennan on Easter Sunday, April 20. While these joyous and hopeful events gave us much to rejoice about, we also claimed the hope of the resurrection as we mourned the death of Sherry Sproul (d. 2/25/25).



Emilia’s Baptism

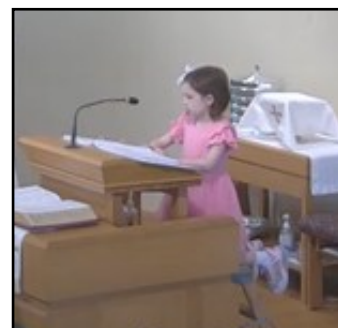
“Persevere in prayer”

For the first time in a few years, the choir prepared a cantata, *Not My Will But Yours*, for worship on Maundy Thursday. It was a powerful evening to recall the events of Holy Week, and it helped us prayerfully begin the transition to Good Friday and Easter. The experience was made all the richer with visitors from the community, and members of King of Glory in Flushing, and Salem in Flint joining us for the service.

As wonderful as the cantata was, persevering in prayer is about more than attending special services in Holy Week. Our corporate prayers on Sunday mornings focus us on the Scripture readings and the broader intercessions of our community. So please make use of a daily devotional—one of the *Christ in our Home* devotionals in the back of the pews, or one of your own choosing. I also want to encourage you to use the prayer labyrinth we have at Holy Spirit—it is a beautiful path to walk as you pray. If you would like more information about how to use the labyrinth for prayer, please let me or Pr. Cassie know. We have many different prayer resources to share!

“Serve the Lord... pursue hospitality to strangers.”

Another way we carry our worship into the week is through service. While I encourage you to serve as a greeter, reader, assisting minister, usher, in the choir, on the altar guild or AV Team, as a Sunday School teacher, or as a fellowship host on Sunday mornings, there are many different tasks that are done throughout the week both here at the church and in the community. And if you are serving with another non-profit organization that needs a place to meet during the week, or you know of a support group that HSLC could host, please let me know. I would love to see our church building as a hub for more service activities and a place where people in the greater Grand Blanc area feel welcome to come throughout the week.



Our youngest reader

Speaking of service and hospitality, I would be remiss if I did not include a note of gratitude for Marie Copeland, who has served our community for over six years as our Office Administrator. She has been a welcoming presence to those who stop by on weekdays and a passionate supporter of our food distribution with her own time and talent. Even though we will not see her (and her dog, Ari) as frequently, I am thankful that she continues on as our bookkeeper at Holy Spirit.

Regarding the Office Administrator position, Brandi Webb has stepped into this role while the Personnel Team completes a formal search process. We will update the congregation in the weeks ahead about our progress. Feel free to stop in the office and introduce yourself to her.

“Contribute to the needs of the saints”

One of the significant updates the Congregation Council has been working on these past few months is the proposed Mission Endowment Fund Bylaw, which was presented to the congregation in May. While the Bylaw might seem long and complicated at first glance, it is designed to lay out the formal purpose and structure of an endowment for Holy Spirit. This endowment is intended to help “contribute to the needs of the saints” through gifts from members’ estates. More details about it are in the Q & A document at the end of this report.

“Do not lag in zeal; be ardent in spirit”

The ELCA churchwide office recently released the results of research compiled by Fuller Leadership Formation and Barna Research titled, “God’s Love Made Real.” It is a very realistic look at the religious landscape in America today and suggests commitments congregations can embrace to help them live out their faith each day. I plan to share this in an Adult Education setting – likely a Wednesday evening class or a Theology on Tap – in the months ahead. Put simply, the cultural changes that we have seen since Holy Spirit was formed 60 years ago are unescapable. But that does mean we can simply give up. As Paul says, “Do not lag in zeal; be ardent in spirit.”

We are people of hope; people who believe God does transformational, wonderful, amazing things—like forgive our sins, raise Jesus from the dead, and promise us eternal life. Those things have not and will not change, and for that, we give thanks to God.

Finally, **I thank God for each of you** and the ways you live out your faith each day. Together we continue to worship God, follow Jesus, and share the Word in ways that transform us and the world around us.

-Pr. Nathan

Associate Pastor of Christian Education, Pr. Cassie Todd

Summertime Boredom

“I’m boooooored.” We *never* hear that from our kids do we? Just kidding! I don’t think any parent escapes this cry in the summer no matter how many camps, special trips, or activities we have for our kids. One of the resources I’ve been using for children’s ministry shared this bit of wisdom, “Boredom is a great opportunity for creativity.” I think boredom can be a great opportunity as well for families to incorporate faith into our Monday-Saturday lives. Here are a couple of ideas on how you can do that this summer:

Do you have a child in preschool or elementary, or know a family who does? **Pick up a Summer Spark Kit!** These are packed with opportunities to help build faith wherever you go. Each kit includes 4 family devotionals with creative prayers, four idea cards to help you connect with God in the water, in the kitchen, watching cartoons, and in the car, a just-for-grown-ups sheet with ideas for when the kids cry out, “I’m bored,” and loads of extra fun items.

Invite a family to join us for Vacation Bible School! Pick up VBS treat-invites in the narthex and share them with families in our community.

Volunteer for Vacation Bible School! We are definitely in need this year of volunteers to help in all areas of VBS as we travel back to Egypt with Joseph: July 28-31 from 6-8pm. Even if you can’t help that week, we could use help with creating the decorations before, and we will have a board full of items we need to help making this week the best!

“Is it a kind or unkind word?” -
A sorting game in Sunday School



Are you in middle or high school (or will be this fall?), join us for **Backyard Mission July 14-16** where we will get to serve some local organizations during the day, right here in our backyard!

Pick up and complete **A Summer of Kindness Checklist!** You can find these handouts in the narthex that have 5 challenges for you and your family (whether that is a family of 10 or 1!) to try to complete.

Start a Daily Devotional! Even if it's in the middle of the month, it's never too late to start. You can pick up a free Christ in Our Home Devotional from the church that has scripture readings, a short reflection, and a prayer for each day.

And if you are still bored... let me know! I'm sure I can find something else you can help with here at church! May your summer be filled with joy and kindness.

Blessings,

Pastor Cassie



(above) End of Sunday School party
- making ice cream sundaes!
(below) The Choir at Easter

Director of Music, Frank Pitts

Blessings and Peace of our Lord and Savior Jesus Christ!

The Choir has just completed another season with the celebration of Pentecost on Sunday June 8th. As always, we are grateful for the opportunity to serve this congregation and our



God through music. Easter was a busy time as the choir presented a mini cantata on Maundy Thursday, participated in the community Good Friday service and sang at both services for Palm Sunday and Easter, which included additional musicians. Pentecost was no exception as we again had the choir and 8-member band provide music for the services. I'm thankful for the overwhelmingly positive responses to these services I receive. Many of you have said how come we can't do this every week... (because I'm afraid the choir might mutiny). Seriously, I'm grateful to a choir that works so diligently to do their very best to serve God and encourage this congregation!

As the choir is off for the summer, if anyone has a musical talent (vocal or instrumental) that they would like to share as special music during either or both services please contact me. I will also from time to time bring in a guest to share their gifts with us during the summer.

Speaking of Summer- The annual Summer Music Festival (now called Summer Breeze) is coming July 26th. Mark your calendars and invite your friends and neighbors to this summer event. Our choir will be sharing some songs along with fan favorites Dennis and Kim Niec, Charlie Kraut—a pianist and singer from Grand Rapids (and the son of Mary and Dave Kraut), and the UM Flint alumni Jazz band. We have some great food and dessert trucks joining us, so join us under the big tent on the lawn and enjoy a day of great music and food!

This fall marks the 10th anniversary of serving as the Director of Music here at HSLC (Pastor Nathan's as well), and I continue to be blessed by the love and support of this congregation. You are such a loving and welcoming congregation and I am blessed to call you my church family. Thank you for the opportunity to serve the Lord with the gifts and talents He has given to me; I hope to continue to encourage you in your faith journey through the music in the service. It has long been my belief and philosophy that the music in the service is a vessel in which God opens our hearts to receive His Word. Pastor Nathan and I will continue to work together to create meaningful worship experiences that uplift and encourage you and bring honor to God for all He has done in our lives and the lives of his people.

Grace and peace my Brothers and Sisters,

Frank

DIRECTOR REPORTS

Director of Worship, Susan Wentworth-Hoben

The Worship Team consists of Pastor Nathan, Frank Pitts, Penny Bennett, Ken & Joyce Ervin, Phil Holmblade, and Susan Wentworth-Hoben. We meet monthly to address all things worship and music related. Pastor Cassie and Marie Copeland are also a big support to our team when needed. We welcome all those who would like to be part of the Worship Team. We usually meet the second or third Thursday of the month at 4:30 pm.

We spent some time this past Advent “at the movies.” The three services were fun explorations of scripture and Christmas themes. Christmas Eve again featured a Pageant, “Sunday School Ornaments” written by Pr. Cassie, which was very well attended.

Shortly after Christmas, the Worship Team began Lenten service planning. On Wednesday evenings we held soup suppers and evening prayer services that invited us to be “purveyors of awe” by exploring themes in Scripture including wonder, meaning, curiosity, delight, and connection.



“Advent at the Movies”



“Not My Will But Yours” Cantata
on Maundy Thursday

Holy Week included worship on Maundy Thursday during which the Choir offered a cantata, Good Friday “Stations of the Cross” at noon and a 7:00 pm service at St. Christopher’s Episcopal. A profound thank you to Frank and Pr. Nathan, who are always key people in making the community service a success. We concluded Holy Week with a glorious Easter filled with a baptism, beautiful music (thank you musicians!) and an abundance of flowers provided by our congregation (thank you!).

We are in the midst of planning our fourth annual “Summer Music Festival” which will be held on Saturday, July 26. This year, we again ordered a big tent and have some new and returning musical groups. Many volunteers are needed to make this community outreach project a resounding success. Please consider helping out!

Altar Team:

Chaired by Penny Bennett. This team is responsible for preparing the physical setting for the shared liturgical life. The following ladies (and gentleman) have made this commitment: Penny Bennett, Carol Bixby, Patti Brown, Jane Engstrom, Joyce Ervin & Ken Ervin (who fill our communion trays and put oil in our candles each week), Tammy Hingtgen, Pama Holmblade, Mary Kraut, Janet Phelps, Liz Sloan, and MaryAnne Wildfang. In addition to preparing the Altar, Patti and Tammy, make our delicious communion bread each week.

Thank you to Pastor Nathan, Pastor Cassie, Penny Bennett, Ken & Joyce Ervin, and Liz Sloan for their input as we decorate and prepare our Altar area during the ever-changing church year. We would love for you to join our Team, please contact Penny Bennett or Pastor Nathan if you are interested.

Assisting Ministers:

Coordinated by Joyce Ervin. The Assisting Ministers are scheduled out quarterly for the 10:30 am service. If we know one of the pastors is going to be away on a Sunday, it is also great to have an Assisting Minister scheduled for the 8:30 service. If you would like to serve in this important role, please contact Joyce Ervin to be added to the schedule.

A/V Team:

Chaired by Phil Holmblade and scheduled by Kevin Clark. In addition to in-person worship, we stream our 10:30 worship service each week on Facebook and YouTube. Many thanks to Susan Bradley, Kevin Clark, Reed Jameson, George McIntyre, Phil Holmblade, Mike and Caleb Wolner who make up the AV Team. Their commitment to this vital ministry at Holy Spirit is a blessing. Because of them, we are able to offer streamed services to those who can’t attend in person. They do a wonderful job of projecting slides, and managing sound each Sunday morning. Please consider joining this team, training will be provided. If you would like to be involved in this extremely important ministry at Holy Spirit, please talk to Phil or Pastor Nathan.

Ushers:

Coordinated by Bill Reaves. The ushers play an important role during our worship services. They help to maintain the flow of worship, collect the offering, and address unexpected issues that may arise. We can always use more ushers—please speak with Bill if you would like to volunteer. We will train you on what to do!

Music:

Director of Music, Frank Pitts. Please see Frank's report. The Worship Team support and assist Frank as he fulfills his ministry of music at Holy Spirit. We are truly blessed to have Frank as our Director of Music. He shares his musical gifts and creativity with all that walk through the doors of our church.

Communion Assistants & Lectors:

Please see the ITS bulletin board in the Narthex if you would like to help assisting with Communion and/or reading on Sunday mornings. You can also speak with Pastor Nathan, Penny Bennett, or Marie Copeland if you have any questions.

Director of Properties, Mike Wolner

As always, a big thank you to everyone that dedicates their time, talents and financial support to keeping the properties beautiful and functioning! Overall the church building and property continue to remain in good condition. Maintenance, repairs, and estimates continue as needed.

The following are some highlights as we approach the halfway point of 2025.

Parking Lot: Although the winter was once again mild by historical standards, the amount of precipitation and freeze/thaw cycles were a good test of last year's crack filling and sealcoating. The parking lot appears to have weathered the winter quite well with no major issues noted. As a reminder, I will be seeking estimates for redoing the main driveway from Fenton Rd to the parking lot. Although this winter didn't cause significant deterioration, this section is showing its age and will likely need to be replaced sooner rather than later. The extent of "alligator" cracking was beyond the scope of crack filling. A current balance in excess of \$22,000 in the parking lot fund is a nice position to be starting from.

Roof: The roof fund balance is now over \$54,000! That is nearly double from where it sat in December. We still have a ways to go to get to a targeted \$80,000-plus, but that is substantial progress. The roof survived the winter and some early spring heavy weather and continues to hold up well. Estimates are forthcoming in order to begin planning this major project.

Grace Hall vestibule sprinkler piping: Mitigation efforts to maintain that piping warm throughout the winter were highly successful. Modifying that small section of piping is still the overall BEST option (at an expected cost of approximately \$2000), but until we can get that job completed, we are sitting comfortably and I am confident we won't have to deal with another frozen pipe in that vestibule.

Lawn Sprinklers: As a reminder, it was noticed that water consumption just prior to winterizing the system was excessive. At the time of writing this (mid-May), the system was not yet brought online, so I have no further information to share. We will closely monitor the system for leaks, but it is also possible the water meter for that system may be faulty and caused erroneously high readings.



I can't say it enough; we are blessed with a congregation that is willing to pour out their precious time and talents to keep the physical properties maintained and looking welcoming and beautiful! Thank you!! As always, if you have any questions, suggestions, or concerns, please let me know. God Bless!

We had the carpet cleaned—it needed it!

Director of Christian Education, Nancy Gladly

The Sunday school students had a lot of fun with our Easter Egg hunt and Amazing Grace Family Event! Stations Families enjoyed: Grace on the Path (making palm branches out of strips of green paper in which we wrote ways we saw God at work in our lives), Grace at Dinner (sampled matzo bread and grape juice), Grace in the Garden (wrote the names of people we wanted to share God's grace with on plant markers and planted them in soil), Grace at the Cross (traced our own hands on the cross as we acknowledged, "Jesus, your grace is for me."), and Grace at the Empty Tomb (we watched helium balloons float up as we celebrated Jesus rising from the grave and wrote our own names on balloons and took family selfies at the photo station.

End of the year Sunday School Party – The students enjoyed the last day of Sunday School for the 2024-25 school year with Rewind. There were 5 Be Kind Stations. Kindness Keep-it-Up: We played 'keepy-uppy' and used our kind words with one another each time we hit the balloon until it fell. When it fell we recited 1 Thessalonians 5:11 together. Bubble Pop Painting: We made unique art using colored bubbles while being reminded that our words are like the bubbles, once they go out we can't bottle them back up. Kind Word Toss: We played a game having to sort through sayings or phrases. The students were asked to figure out if the phrase was a kind thing to say or not. This was teaching them that sometimes we miss the mark and when we do, God helps us rewind and be kind through apologizing. Bubble Wrap Race: Using dice and bubble wrap we played a game in which we came up with ways we can be kind in 6 different places (that coordinated with the dice and how many bubbles on the wrap we got to pop). Snack Smile and Pop: We enjoyed popcorn and Ice Cream Sundaes because sometimes we all need a little snack to help us be kind!

July 28-31: Save the Date as we travel to Egypt with Joseph for this year's VBS, 6-8pm each day, Monday through Thursday. We need volunteers. Please contact myself or Pastor Cassie if you or someone you know would like to help with VBS. More information is available on our website (holyspiritlc.net) and registration is now open on Realm!



(center) Recognition of Sunday School Teachers
(left & right) Easter egg hunt fun and games!



Director of Youth, Melanie Van Dyke

Holy Spirit's Youth have been busy in service and fellowship! In February, the youth ran a sub sale, selling a total of 65 sub sandwiches. In May, we enjoyed pizza and mini golf.

The youth will delve into local community service July 14-16 with the Backyard Mission, where we will join together to serve local organizations (and save some time for some fun too!) If you have suggestions for organizations we could serve, let Pastor Cassie know!

Youth Representative: Caleb Wolner

The youth participated in a few events so far this year, including an Escape Room in April and a mini-golf/ice cream excursion on May 18th. There is a possibility of a volunteer outing to Fenton Adopt-A-Pet on June 23 with youth from other ELCA churches. The summer Youth Backyard Mission is July 14th-16th. For the future, I would like to give input on potential outings, with the goal of increased involvement from the youth group.

Director of Outreach & Social Missions, Tammy Schild

I have always been called to live generously and **serve God by serving others**. So, after prayerfully and somewhat blindly stepping into these overlapping positions, I am on a mission to better connect the members of our congregation with each other and to encourage us all to go into the world together to build new relationships, create meaningful engagement opportunities, and show/be God's love to everyone (even the ones we might not completely align with!) What talent has God given you to share?

Here are some things we are successfully doing as His hands and feet:

Soup Ministry- This has been a blessing to so many, thanks to Angie Kosek and others for their time and talents to prepare and deliver frozen quarts of "gourmet" soup with a loving note from our HSLC family. Who do you know that could use a meal made with love?

Visitor Bags- We've assembled and are giving welcome bag to new visitors (1 per family) that includes an etched glass, ink pen, *Christ in our Home* booklet, and a few other items to encourage visitors to truly "feel the love" from our church family. Who have you invited to join us lately? Go fishing!

Greeters – Do you arrive 15-20 minutes before services? Please consider being one of the smiling faces our fellow worshipers see by being a door greeter! No sign-up or experience needed, think of the joy you'll give and receive while doing God's work. We are working on a schedule for having assigned greeters for the "big" dates and holidays for the rest of the year.

Food Distributions – Our first of 6 this year was May 17th. We had a good number volunteers and recipients. Come see what it's all about at the next one on June 21st. We are working on better advertising, as we had about half of the recipients as normal. We have advertising in The Genesee County View, Cars 108, and the NextDoor online Community. I have a Messenger group chat that I send out a reminder to monthly. If you or someone you know would like to get the reminder message, please let me know. Also - Please Share this with everyone and post it in local businesses– it's a great conversation starter!

Freezer Meals – We had 12 volunteers and several food donations that were supplemented by a Thrivent Action Team Card to assemble a whopping 30 meals for Clara's Hope. They are an amazing 501(c)(3) organization whose mission is to help families achieve success in foster care and adoption. We hope to do this a few times a year for this and potentially other organizations. Check out their website here: www.clarashope.org

Congregation "Cook Club"- Food always brings people together! This is a fun fellowship I'm looking forward to that will be starting with our annual Rally Day in September. It will be a monthly themed potluck style gathering with dish to share and other activities.

Name Tags – LETS ALL WEAR THEM! If you need one, need a change or update to yours, please let the office know. Let's make it a goal to get to know one new congregation member weekly!

Please come to me with ideas or suggestions to elevate and magnify our community blessings.



(left & right) Serving at our food distributions—Thank you!
(center) Making meals for Clara's Hope foster families



VP & Nominating Team Leader, Dave Kraut

With our current Council President, Greg Dietrich, term limited, I have prayerfully agreed to serve a term as Council President. This opens a one-year term for Vice President, and Chris Utter has agreed to serve in that role. We are thankful for Greg's faithful service over the last four years, and grateful for Nancy Gladly and Susan Wentworth-Hoben's willingness to serve another term in their current roles.

Below is a chart of the current council. Thank you to all who serve on council and for the leadership it provides. Our Council oversees financial and administrative decisions for the congregation so that we can do the ministry we are called to undertake together as Holy Spirit Lutheran Church.

Personnel Team Update

With the change in Marie Copeland's role from Office Administrator to Bookkeeper, we have identified Brandi Webb as a temporary Office Administrator while we conduct a formal search. She is a candidate for the position.

<u>Position</u>	<u>Name</u>	<u>Year Term Began</u>	<u># of Terms</u>	<u>Year Term Ends</u>
President	Dave Kraut	2023	1	2027
Vice President	Chris Utter	2025	Partial	2026
Secretary	Carol Johnson	2024	1	2026
Director of Finance	Phil Sloan	2022	2	2026
Director of Properties	Mike Wolner	2022	2	2026
Director of Social Missions	Tammy Schild	2024	1	2026
Director of Youth Ministry	Melanie VanDyke	2024	1	2026
Director of Outreach	Tammy Schild	2024	1	2026
Director of Christian Education	Nancy Gladly	2023	2	2027
Director of Worship	Susan W-Hoben	2023	2	2027
Youth Representative	Caleb Wolner	2024	2	2026



Paint Night
participants:

An evening of
fellowship, fun,
and food!



FINANCIAL REVIEW

General Fund
January thru May 2025

	Actual	Budget	Over/(Under) Budget
Income			
Pledges and Offerings	146,454	153,192	(6,738)
Programs and Missions	2,772	1,042	1,730
Interest Income (Investments)	6,908	3,750	3,556
Building Use	490	521	(31)
Total Income	156,625	158,755	(2,129)
Expenses			
Salaries and Benefits	101,126	103,527	(2,401)
Property Expense	33,515	34,973	(1,458)
Christian Ed and Youth	2,151	5,146	(2,995)
Social Missions, Outreach and Benevolence	9,353	11,750	(2,397)
Office Expenses	3,755	6,104	(2,349)
Worship Expenses	5,140	6,448	(1,308)
Total Expenses	155,039	167,948	(12,909)
Gain/(Loss)	1,586	(9,193)	10,779



Learning during Confirmation Class



Youth trip to the Escape Room— we almost got out!



Proposed Bylaws for the Creation of a Holy Spirit Mission Endowment Fund

At the June 15, 2025, semi-annual meeting, the agenda will include a resolution to adopt Bylaw C14.01.01 into HSLC's Constitution and Bylaws. This Bylaw has been discussed and approved by the Congregation Council, reviewed by the Secretary of the Southeast Michigan Synod, and is based off of the structure of other ELCA congregations with established Endowment Funds. As outlined in C17.02 of HSLC's Constitution, this Bylaw can be adopted (or amended) at any legally called meeting of this congregation by a two-thirds vote.

We understand there may be some questions about the purpose and function of this proposed Mission Endowment Fund (MEF), and so the following questions and answers are intended to address frequently asked questions about Endowments. There will also be a chance to ask your specific questions on June 1 at 9:45am in the Sanctuary.

Frequently Asked Questions About Church Endowments

What is the purpose of incorporating the MEF structure and operation in the Bylaws? Establishing a formal Board structure for an endowment is intended to clearly outline how funds given for the ongoing mission of Holy Spirit will be used in support of HSLC's ministries. It also allows the Board to provide oversight of these funds so that the Congregation Council can focus on their specific areas of ministry.

Why are we doing this now? Generally speaking, it is best to have a plan for an endowment before significant gifts are received. A clearly defined plan not only encourages the giving of legacy/estate gifts, it also helps congregation leadership know how best to manage such a gift.

When does it go into effect? The Bylaw states in 2.a. that the HSLC Mission Endowment Fund Board will be formed when the funds in the endowment exceed \$100,000. At that time, the Board can also begin to authorize disbursements of the *earnings* on the principal. More details about the disbursement of funds are outlined in section 5 of the Bylaws: Distribution of Earnings (Income) of the Mission Fund

Who can serve on the MEF Board? Active voting members of Holy Spirit are eligible to serve on the Board and will be elected at a semi-annual meeting. As noted in 2.c.1, Congregation Council members cannot simultaneously serve on the MEF Board except for the Council President and Pastor both of whom have voice but no vote on the Board. Their presence is meant to maintain strong communication between the Council and the Board about Holy Spirit's needs and ministry objectives.

How does this MEF benefit Holy Spirit? While local congregations will always depend on annual giving from members, we also recognize that the way households give has changed over the years. A MEF is one tool that more and more congregations use to manage legacy gifts from members for the future ministry of the church.

What does this mean for me? First and foremost, consider including Holy Spirit in your Will or Trust, or naming it as a beneficiary of a retirement plan, donor advised fund, life insurance policy or IRA. If you are wondering how much to include, the Biblical example of a tithe, which is meant to guide our offerings in life is also a good starting point for an estate. If you do not have a Will, we strongly encourage you to make one as it will help your next of kin avoid or simplify any dealings with probate court.

Can I give a bequest to Holy Spirit that does not go into the Endowment Fund? YES! This Mission Endowment Fund is one option, but as we care for our facility and community, there will always be other projects and needs within the congregation. Individuals will always be able to give to our Memorial Fund, the Youth Fund, the Building Fund, the Food Distribution Fund and other designated funds if that is their wish.

C14.01.01. The Holy Spirit Lutheran Mission Endowment Fund (hereafter known as “Mission Fund”) is defined and operates as stated below:

1. Definition, Source and Use of Funds:
 - a. The Mission Fund is a separate church account into which gifts of property such as cash, stocks, bonds, or real estate from contemporary donations or bequests in wills, charitable remainder and other trusts, charitable gift annuities, assignments of life insurance, etc. given to Holy Spirit Lutheran Church and donor-designated for the Mission Fund shall be placed.
 - b. The Congregation Council may transfer any undesignated gift to Holy Spirit Lutheran Church in amounts of \$500 or more into the Mission Fund.
 - c. Gifts to the Mission Fund are to be managed as a perpetual fund from which only the earnings are distributed for purposes advancing the mission of Holy Spirit Lutheran Church: Worship God. Follow Jesus. Share the Word.
2. Organization – The Mission Fund Board (hereinafter the “Board”):
 - a. The Mission Fund shall be directed by a Board consisting of five (5) members, each of whom shall be voting members of Holy Spirit Lutheran Church, and each of whom shall have been elected to the Board at a semi-annual Congregation meeting. The Board shall be formed at or before such time as the fund reaches \$100,000 in principal assets. Until then, investment decisions shall be made by the Congregation Council in consultation with the Finance Committee and any advisory members of the congregation the Council wishes to consult.
 - b. The Board shall elect from its membership a chairperson, recording secretary, and financial secretary.
 - c. The Nominating Committee shall nominate candidates for membership on the Board with the following limitations:
 - 1) Board membership shall be mutually exclusive to membership on the Congregation Council (members may not serve on both the Mission Fund Board and Congregation Council), except that the senior pastor and the President shall serve as ex-officio, advisory, non-voting members of the Board.
 - 2) At least one candidate should have sufficient accounting/financial experience to be able to provide the skills needed to handle the role of the Board’s Financial Secretary.
 - d. The term of each Board member shall be two years. At each annual election meeting the congregation shall elect new members for a term of two years as needed to maintain the total Board membership of five members.
 - e. In the event of a vacancy on the Board, the church council shall appoint a member to fill the vacancy until the next semi-annual congregation meeting at which time the congregation will elect a member to fill the term of vacancy.
 - f. The Board is directly responsible to the congregation of Holy Spirit Lutheran Church. The Board is not a committee of, or subordinate to, the Congregation Council. Congregation and Congregation Council input to the Board shall be through the advisory capacity of the senior pastor and the President, or by individual congregation members.
3. Plan of Administration and Operation of the Board:
 - a. The Board shall normally meet in regular open session at least quarterly to accomplish the purposes of the Mission Fund and set the date for the next regular Board meeting. Notices of regular meetings shall be published in the Church Bulletin/Announcements at least ten days in advance. Special open meetings if needed may be called by the Chairperson of the Board notifying all Board members and the congregation.
 - b. The chairperson of the Board, or other Board member designated by the chairperson, shall preside at all meetings.

- c. The recording secretary of the Board shall record and maintain accurate minutes of all meetings of the Board. Within two weeks of the meeting they shall supply: a copy to the church office for filing and to be posted for thirty days for congregational review; and a copy to each member of the Board. The church office and the recording secretary shall properly retain a copy of all meeting minutes. Any member of the board may request a copy of the minutes of any past meeting at any time.
 - d. The financial secretary of the Board shall 1) assist the Director of Finance in establishing procedures for receiving gifts to and disbursements from the Mission Fund and 2) maintain complete and accurate books of accounts for the Mission Fund. The financial secretary of the Board shall report to the Board at each meeting. The financial secretary may consult the Director of Finance or HSLC accountant on an as needed basis for bookkeeping advice.
 - e. The books for the Mission Fund shall be reviewed annually by an Audit Committee of the congregation.
 - f. When all voting members are present, a majority will carry any motion or resolution.
 - g. A quorum shall consist of a majority of elected Board members present and is necessary to convene a Board meeting. When only a quorum is present, a unanimous vote shall be required to carry any motion or resolution.
 - h. The board shall report to the church council when requested to, and at least annually at a meeting of the congregation. In the annual report to the congregation the following shall be included: 1) summary of the administrative actions of the Board taken during the year regarding the receipt and investment of principal assets and disbursements of earnings of the Mission Fund, and 2) an annual report of the Mission Fund by the Audit Committee of the congregation.
 - i. The Board shall have the right to remove from their place on the Board any voting Board member who misses two consecutive meetings. A replacement shall be named by the church council in the same manner as when a Board member has voluntarily stepped down.
4. Custodial Care and Investment of the Mission Fund
- a. All Mission Fund assets are to be held in the name of the Holy Spirit Lutheran Church Mission Endowment Fund.
 - b. Decisions to hold, sell, exchange, rent, lease, transfer, convert, invest, reinvest, and in all other aspects to manage and control the assets of the Mission Fund, including stocks, bonds, debentures, mortgages, notes, or other securities, as in their judgment and discretion they deem wise and prudent, are to be made by the Board guided by the Mission and Vision statements expressed in the Constitution of Holy Spirit Lutheran Church.
 - c. The Board may request other members of the congregation to serve as advisory members. If it is deemed to be in the best interest of the Mission Fund, the board may provide for such professional counseling on investments or legal matters at the expense of the Mission Fund income.
 - d. The Board shall consider the guidelines and recommendations of the ELCA Foundation (or another comparable entity if the ELCA Foundation ceases to exist), in making investment decisions for the Mission Fund. All investments shall be placed with established outside investors such as the ELCA Mission Investment Fund, or other publicly traded mutual funds, etc.
 - e. Members of the Board and other members of the congregation assisting with the Mission Fund shall not be liable for any losses which may be incurred upon the investment of the assets of the Mission Fund except to the extent such losses shall have been caused by bad faith or gross

negligence. No member shall be personally liable as long as he/she acts in good faith with ordinary prudence. Each member shall be liable only for his/her own willful misconduct or omissions, and shall not be liable for the acts or omission of any other member. No member shall engage in any self-dealing or transactions with the Mission Fund in which the member has direct or indirect financial interest and shall at all times refrain from any conduct in which his/her personal interests would conflict with the interest of the Mission Fund.

5. Distribution of Earnings (Income) of the Mission Fund

- a. The Board shall be the decision-making body for all distributions of Mission Fund earnings.
- b. Only earnings generated from ordinary income and realized gains shall be expended. The Board shall decide what is principal and what is earnings according to generally accepted accounting practices.
- c. Earnings from the Mission Fund shall be distributed annually and at such times as the Board deems necessary. Distribution of earnings shall commence after the principal balance in the Mission Fund first exceeds one hundred thousand dollars (\$100,000). If the Mission Fund principal ever exceeds five-hundred thousand dollars (\$500,000), annual distribution may include up to ten percent (10%) of the Mission Fund principal.
- d. When the Board distributes earnings, it shall be for the mission and ministry of Holy Spirit Lutheran Church with a minimum of 10% of the distributed earnings given to a regional or national expression of the church beyond the congregation.
- e. Disbursements of all or part of the earnings from the Mission Fund need not occur annually in the event that 1) causes and programs approved by the Board are not deemed as sufficient to utilize disbursement available, or 2) if in the judgment of the Board total annual disbursement of earnings is not recommended.
- f. Causes and programs for support and consideration may be recommended to the Board by the Congregation Council through the advisory capacity of the senior pastor or President, or by individual congregation members.

6. Disposition of Principal

- a. When, in the opinion of the Board, circumstances are so unusual and of such an emergency nature that the only recourse is to use the Mission Fund principal, the Board may, upon two-thirds majority vote of all voting members, recommend such authorizing action to the church council and the congregation.
- b. The congregation may authorize the use of up to one-half of the principal of the Mission Fund at any one time by an affirmative vote of two-thirds of those present and voting at two (2) congregational meetings at least thirty (30) days apart. These two (2) meetings shall in turn follow by at least thirty (30) days an initial congregational meeting at which the proposal shall be presented. No vote on the proposal shall be taken at this initial meeting. Any such authorization of principal shall be considered as a loan by the Mission Fund to the congregation, which loan shall be repaid to the Mission Fund at the earliest date possible.
- c. In the event that the congregation ceases to exist either through merger or dissolution, disposition or transfer of the Mission Fund assets shall be based upon the recommendation of the Board in conformity with the approved congregational constitution and in consultation with the Bishop of the Synod to which the congregation belongs at such time. Consultation with the ELCA may be desirable for continuation of the Mission Fund obligations.