

## 2024 Pre-Assembly Information for Point of Grace Church

This is an introduction and brief summary of the action items which will be on the agenda for our Annual Congregational Assembly on January 28<sup>th</sup>, 2024 at 12:30 pm. This is where we take care of some of the practical ministry business that the church must act on as a whole. Then on February 4<sup>th</sup>, we will gather for our annual ministry celebration to CELEBRATE what God has done over the last year, APPRECIATE all those through whom He did His ministry – and then ANTICIPATE and COMMIT to what God wants to do through Point of Grace in 2024. Please attend this evening event if at all possible. RSVP for in person attendance by going to [www.pog.church](http://www.pog.church) and follow the button on the home page. Please RSVP asap since seating is limited. Doors open at 5:00 pm with the meal and programming beginning at 5:30. There are two major items of business that require congregational action at the January 28<sup>th</sup> assembly.

- The approval of the annual operating budget.

- The election to fill vacancies on the constitutionally mandated Leadership Team.

To assist every member in understanding the issues at hand and to provide an opportunity for open discussion at the assembly meeting the following information is provided. Our pastor and Leadership Team will be available during the meeting for questions and conversation before we vote on the agenda items. They are also available anytime before the meeting for questions and conversation about the agenda items shared in this document. Their contact info is listed on the last page. Voting will take place at the meeting and all members who have signed the membership declaration will have opportunity to vote.

### Part 1 - Approval of the Annual Operating Budget

It is our custom at Point of Grace to accompany the presentation of the proposed annual operating budget with a brief glance back over ministry in the previous year while looking forward to ministry focus for the coming year. The best review of what God has done this past year will be at the celebration. It will be so exciting to praise God for His work through PoG's core areas of our ministry like Worship, Alpha, Grow and Serve. This document's 2023 review will primarily focus on how God worked through this year's unique emphasis on "TOGETHER"

### A Review of TOGETHER in 2023

Below is an excerpt from the 2023 Congregational information which launched "TOGETHER" as our 2023 initiative:

"In 2023 God is leading us to bring these core practices of Pause and Bless along as we intentionally "Rebuild TOGETHER". TOGETHER is the Point of Grace way of talking about life together as Jesus' church – His body. TOGETHER is the network of relationships we get to have at Point of Grace through which we are supported, encouraged and challenged in our everyday life with God (UP) and our everyday calling as Jesus' witnesses (OUT). TOGETHER needs rebuilding ....

**In 2023 each of us and all of us will pour intentionality, creativity, sacrifice and participation into TOGETHER at Point of Grace. We can each make a difference and we can all make a difference TOGETHER.**

**It may look like** increased opportunities to "get to know" one another like monthly potlucks where newcomers can meet and be met. Or carefree gatherings and events where families can mingle and friendships can form.

**It may look like** parents TOGETHER praying over children starting kindergarten or high schooler's on mission trips. Or like seniors listening well to younger generations so spirit inspired mentoring has a chance to happen.

**It may look like** an increased commitment by every PoG'er to participate in a Grow Group, serve on a ministry team and "be counted on" for Spirit-led, God honoring financial giving.

**It may look like** Grow Group members praying for each other's 3x5 lists, like every PoG'er doing the Daily Pause as a TOGETHER experience and all of us discovering spirit-filled friendships we never thought possible."

## **So what did TOGETHER actually look like in 2023?**

In 2023 PoG responded to increased opportunities to Connect, Grow, Serve and Worship TOGETHER including:

- A very successful new corporate rhythm of Sunday afternoon pot-lucks (3 in 2023)
- 2 movie nights for where families connected
- Increased number and participation in men's and women's "connecting events" (8) throughout the year,
- Starting 3 new Grow Groups (going from 9 to 12) all focused on Next generations (Millennial ad GenZ)
- Grow Group participation increased by 30%
- Financial Giving increased by almost 15% over 2022.
- "Serve November"— This new "serving in the community" initiative empowered
  - o 85 individual servant opportunities through Lori Carl (turkey giveaway) and Upbring's BeReal initiative which targets the vulnerable population of aged out foster children.
  - o 5 Grow Groups took on specific community service projects
- Healthy participation in recurring "Serve Together" opportunities like Pfamily Pfest, Trunk-or-Treat, Gifts of Grace and Night of Grace all matching or exceeding prior year's impact.
- High School youth specifically embarking on a "Serve TOGETHER" mission trip to St. Louis
- Sunday Morning worship participation increasing by 20% over 2022
- Special worship opportunities for Ash Wednesday and Holy Week meeting and exceeding prior years.
- Alpha giving 55 participants a significant TOGETHER experience in two courses in 2023,

All this happened in addition to and alongside of PoG's normal ministry rhythms summarized in our Worship, Alpha, Grow, Serve, Bring strategy ..... and we are a healthier church for it.

## **"Deeper and Wider" for 2024 and Beyond**

In 2024 our journey is taking an exciting turn deeper into Jesus' vision for Point of Grace. He is leading us to actively engage the process of "replicating our 'poggy' culture by multiplying kingdom locations." This "multiplication through replication" part of God's vision for us has been articulated for several years. Now is the time. Jesus is calling us to go "wider" in the world by multiplying into new kingdom locations where He will impact people's lives.

### **What do we do?**

In order to go "wider", the first thing God is calling us to do is go "deeper"....."deeper" into His Presence. We simply cannot go into the future Jesus has for us without His Presence leading and sustaining us. He will be our "pillar of cloud by day" and "pillar of fire by night". Contending in prayer as a church will give us eyes to see His leading. We will refuse to design, strategize or manage our way into the future without Him leading the way.

The challenge of going "wider" by multiplying kingdom locations is too great for us to do by our own strength, nor would we want to. It demands we go "deeper" in seeking God's Presence as individuals and in our corporate experience as a church. We do not want to go anywhere or do anything where Jesus is not leading..... where He is not present. He is the One we follow.

### **Deeper and Wider Defined**

Over the last 20+ years God has painstakingly formed us to be a people of his Presence – to be a Presence-based church. There is more though ..... there is more for us to discover and experience. He has taken us deep and now He is taking us deeper into His Presence to become a people who seek His presence, love His presence, long for His presence, worship His Presence, are healed by His Presence, find joy in His Presence, are directed by His Presence and are bearers of His Presence in a broken world.

Deepening our personal and corporate experiences of prayer and worship is an essential part of the “deeper” journey and absolutely necessary for facing the challenges going “wider” bring. The consistent biblical call to “seek the Lord”, “inquire of the Lord”, “seek first His kingdom”, “call on the name of the Lord”, “Ask, Seek, Knock” all guide and propel the “deeper” journey. “Deeper and Wider” is a what it means to be a Jesus’ disciple and church.

Jesus envisioned this very thing when He said, *“You will receive power when the Holy Spirit comes on you (deeper) and You will be my witnesses in Jerusalem, Judea, Samaria and to the ends of the earth (wider). – Acts 1:8.*

Or when He sent His disciples out He said, *“Go make disciples of all nations (wider) ..... And I will be with you to the very end of the age (deeper). Matthew 28*

### **“Deeper and Wider” – Implications Individually and Corporately**

Individually, ‘deeper’ will overflow into our personal prayer lives and the prayer rhythms of our marriages and families deepening our identity as people of His Presence. Going “wider” means growing in personal kingdom impact in our relationships and geographies. The BLESS practices are foundational for this.

Corporately, God is calling us to something new. While we don’t yet fully know everything God intends for us a common way churches multiply is by starting a new ministry in a new location to reach a new group of people.

“Replicating our ‘poggy’ culture” means that through new kingdom locations God will advance the values, ethos and culture He has already created at Point of Grace. This is a big step for us as a church, there are many questions to be asked and answered. We will begin by “inquiring of the Lord”, trusting Him to lead us and diving deeper into our identity as the “church of His Presence” Jesus dreams us to be.

### **The “Hour” We Are In**

The cultural contexts and life realities we currently find ourselves in make for a demanding “hour” for us as Christ-followers and require a deeper “in His Presence” lifestyle for ourselves, our families and our church.

He is calling us “deeper” as He sends us “wider” to share His hope for a broken world.

### **Going “Deeper and Wider” may look like:**

- Having regular prayer and worship nights to contend together in prayer for God to fulfill His promises in our time and midst. These opportunities would allow time and space for the healing and wholeness in hearts, lives and relationships that His Presence brings.
- Seeking and responding to God’s presence in worship engaging in opportunities for prayer and the ministry of the Holy Spirit in worship.
- Gathering as the church to contend in prayer for a season asking God to reveal His plan for “what a kingdom location is”, “what method of replication are we to use” and for Him to “raise up leaders and people for these new kingdom expressions”.
- All PoG’s core ministries receiving unprecedented prayer support as PoG members “contend with God” in prayer knowing that this is absolutely vital for the success of any ministry effort.
- Viewing all core ministries through a Presence Based lens-
  - o What does Presence based Alpha look like?
  - o What does Presence based Grow Groups, Youth and Children’s ministry look like?
  - o What does Presence based Worship and Serving look like?
- View life Asking what a Presence based Man (husband, father, grandfather) looks like? Or What a Presence Based Woman (wife, mother, grandmother) looks like? What does Presence based marriage and parenting look like?
- What do you see?

## The Financial Report and Proposed Operating Budget for 2024

The spreadsheet below compares the budget for 2023, the actual income and expenses for 2023, and the proposed budget for 2024. Please see the “Explanations” section below for helpful information.

		(budget) <b><u>2023</u></b>	(actual) <b><u>2023</u></b>	(budget) <b><u>2024</u></b>
<b>Income</b>	<b>General Giving</b>	575,000	572,259	632,500
	<b>Other</b>	5,000	5,465	0
	<b>Total Income</b>	580,000	577,724	632,500
<b>Expenses</b>	<b>Salaries/Benefits</b>	361,599	351,149	370,104
	<b>Building &amp; Grounds</b>	96,200	93,338	89,421
	<b>General &amp; Admin.</b>	52,751	58,586	58,100
	<b>Denominational Mission Support</b>	28,750	28,658	31,625
	<b>Ministry Program Expense</b>	40,700	40,583	51,650
	<b>Ministry Advancement</b>	0	0	31,600
	<b>Total Expenses</b>	580,000	572,314	632,500
<b>Net Gain/(Loss)</b>		0	5,410	0

### Explanations

- **General Giving** includes general offerings given to support PoG’s ministry. Giving in 2020 was \$541,082, in 2021 was \$536,649, in 2022 was \$501,504 and in 2023 was \$572,259 (99.5% of goal). The 2024 budget goal anticipates a 10% increase over the 2023 goal. This does not include designated giving for specific purposes like Love Fund, Youth Trips, relief efforts, Alpha etc. **“Other”** includes income from an interest rebate program with our lender – Church Extension Fund. In 2024 this is accounted for as a reduction of expense rather than other income.
- **Salaries/Benefits** includes salaries, payroll taxes, benefits such as healthcare and retirement! Our staff now includes a full time Pastor and DCE, part time directors of Alpha, Children and Worship, and a full time Administrative Assistant. This budget allows for 4.1% cost of living increase for all staff.
- **Building & Grounds** includes mortgage, utilities, grounds care, maintenance and janitorial cleaning expenses. This is where the “rebate from CEF” mentioned above is credited as an expense reduction instead of income.
- **General & Administration** includes all office supplies, copier costs, consumables for kitchen/building, liability and property insurance, website fees, IT support, live stream subscriptions etc...
- **Denominational Mission Support** is calculated as 5% of general offerings and given to Texas District – LCMS for mission and ministry in Texas, the nation and throughout the world through our denomination.
- **Ministry Program Expense** includes all non-salary program expenses for our strategic ministry areas. (Worship, Alpha, Grow, Serve,) This plan assumes that involvement and activities will increase at a gradual rate over last year. There were some strategic increases in: 1) Alpha support (offsetting a large donation in 2023 that is not expected to reoccur), 2) Guest Preacher expense as we seek to move to a teaching team concept and 3) Youth ministry with an increase in retreats and discipleship experiences for MS and HS.
- **Ministry Advancement** are funds allocated for ministry initiatives which are not yet specifically defined but are anticipated this year. This gives our leaders the flexibility and resources needed to respond to opportunities which advance the mission God has given PoG. (An example would be to be able to add part-time staff to meet specific strategic needs.)

## **Part 2 - Approval of the Leadership Team for 2024**

The Point of Grace constitution mandates the congregation fill vacant positions on the seven-member Leadership Team (6 members plus the Pastor). Two places on the team are open to be filled this year. The constitution/bylaws instructs the Leadership Team to create a Nominating Committee to serve each year and present a slate of nominees to fill vacant seats on the team and then put forth a slate of officers (President, Secretary, Treasurer) for the year drawn from the members of the team. The Nominating Committee for 2024 is Bill Ducat (Chair), Hayley Peters and Jacob Beyerlein.

The 2024 Nominating Committee presents the following slate of nominees to fill open positions on the Leadership team: Jim Brown (Incumbent) and Linda Hunt to each serve 3 year terms.

Current members of the Team that are serving unexpired terms in 2024 are  
Richard Peters, Stephen Messman, Jacob Beyerlein and Marci Protsman-Romero

The Nominating Committee also presents the following slate of Leadership Team members to fill the offices of President, Secretary and Treasurer for 2024.

Jim Brown – President

Marci Protsman-Romero – Secretary

Jacob Beyerlein – Treasurer

Point of Grace wishes to thank Kim Grona as she leaves the team, for many years of service to Jesus as Secretary/Member of the Leadership Team.

### **Resolutions**

#### **2024 Operating Budget Resolution**

We, Point of Grace Congregation gathered in assembly, approve and support the 2024 Operating Budget as presented. We understand and take responsibility for the \$52,708 monthly giving goal (\$632,500/yr) that is required by this plan.

#### **Electing Leadership Team Members**

We, Point of Grace Congregation gathered in assembly, hereby approve the recommendation of the Nomination Committee and elect Jim Brown and Linda Hunt to the Leadership Team for 3 year terms.

#### **Designating Congregational Officers**

We, Point of Grace Congregation gathered in assembly, hereby designate the following Leadership Team members to serve in the following positions in 2024.

Jim Brown – President

Marci Protsman-Romero – Secretary

Jacob Beyerlein – Treasurer

## Little Hands of Grace Pre-School - Update for 2023-24

2023-2024 has been a challenging and exciting year. Enrollment and staffing have had some obstacles as society has had more demands with inflation and family dynamics. With these adjustments, we continued with many of our traditions with the blessing of Michelle and Andrew for monthly chapels, an evening Christmas program and our monthly activities.

We continue to be truly blessed to provide teaching and learning for 55 students across four classes. We can provide this fantastic instruction due to our team's 13 super talented and loving staff. The church and the preschool ministry continue to develop and grow, with around fifteen families and two staff members attending the Point of Grace annual Trunk-or-Treat. We have two families attending POG Sunday services along with four families attending Christmas Eve Services.

We could not do any of these things without the guidance and leadership of our Heavenly Father or the love and support from our amazing families and church.

Blessings, Brenda Watson Director LHoG

## Financial Report from 8-1-22 to 7-31-23 Fiscal Year

Total Income (Tuition/Fees)	\$ 222,754
Expenses	
Salaries/Employees	\$161,816
Admin. and Programing	<u>64,432</u>
<u>Total Expense</u>	<u>- \$ 226,248</u>
Subtotal	<3,494>
Federal Grant to Offset Op. Expense	+126,683
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Net Total	\$ 123,189