



Glenview Community Church

Annual Meeting

May 21, 2017

Glenview Community Church

Ground Rules and Behavioral Covenant

Adopted 1/26/2010

*As caring members of GCC, we accept and agree to abide by the ground rules stated below. Further, we commit to holding each other accountable for behaving in accordance with these ground rules during all our meetings or interactions. We believe that **individually**, we should endeavor to follow the Golden Rule to "do unto others as you would have others do unto you."*

I Will:

Focus on issues.

Listen carefully, respectfully consider alternative points of view, and stay open to influence and inquiry.

Speak calmly and respectfully in presenting my views or responding to questions.

Think for the benefit of GCC and help the group achieve its objectives through inclusive solutions.

Focus on the future of GCC while respecting our rich history as a church.

Apologize if my words or thoughts were hurtful or perceived as disrespectful.

Speak up if I believe these ground rules are not being followed.

Behave in a manner consistent with the role model I am to others in the church.

I Will NOT:

Make issues personal.

Interrupt others or fail to recognize others' contributions.

Respond angrily to others' comments or fail to seek to understand the other person's perspective first.

Focus on my interests only or think/speak in divisive terms.

Be resistant to new ideas for GCC.

Disregard how others receive my comments.

Ignore behavior I believe is inappropriate.

Speak negatively of others when they are not present or present issues for group discussion in order to punish or embarrass others.

Glenview Community Church Annual Congregational Meeting

Sunday, May 21, 2017

Sanctuary – following worship

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|-------|--|---------------------------------|
| I. | Call to Order | Nancy Mullarkey |
| II. | Invocation | Pam Keckler |
| III. | Approval of 2/26/17 Mid-Winter Meeting Minutes | Nancy Mullarkey |
| IV. | Proposed Interim Constitution and Bylaws of Glenview Community Church May 21, 2017 to be Revised as Needed, for Adoption by May 2019 | Nancy Mullarkey |
| V. | Proposed Budget for 2017 | Nancy Mullarkey |
| VI. | Annual Reports from Staff and Board Chairs
(Please see attached) | Nancy Mullarkey |
| VII. | Construction Committee Update | Nick Peters |
| VIII. | Moderator's Remarks | Nancy Mullarkey |
| IX. | Recognition of Outgoing Officers & Board Members | Chuck Mize |
| X. | Nomination and Election of Officers and Leaders | Nancy Mullarkey & Gretchen Grad |
| XI. | Installation of Officers and Leaders | Chuck Mize |
| XII. | Senior Pastor Comments | Chuck Mize |
| XIII. | Adjournment | Nancy Mullarkey |
| XIV. | Benediction | Elizabeth Hartung-Ciccolini |

**Glenview Community Church
Annual Congregational Meeting 21, 2017
Packet Contents**

Midwinter Meeting minutes

Proposed Interim Constitution and Bylaws of Glenview Community Church May 21, 2017, To Be
Revised as Needed, For Adoption by May 2019

Proposed Budget

Annual Reports from Staff and Board Chairs

Senior Pastor	Chuck Mize
Pastor	Pam Keckler
Associate Pastor for Youth and Children	Elizabeth Hartung-Ciccolini
Pastoral Associate for Congregational Care	Dale Susan Edmonds
Pastoral Associate for Spiritual Life	Bobbie McKay
Director of GCCNS	Marcia Kiraly
Minister for Music	Gary Wendt
Director of Adult Choirs	Guillermo Munoz Küster
Director of Children's Choirs	Debby Shellard
Administrator for Facility	Jeff Thompson
Church Moderator	Nancy Mullarkey
Adult Education Board	Kathie Wilson
Children's Ministry Board	Brian Healy
Confirmation & Youth Ministry Board	Jennifer Nelson
Fellowship Board	JoAnne Peters
Finance Board	Matt Bauer
Membership Board	Barbara Pollak
Missions Outreach Board	Scott McClung
Music Board	Donna Scott
Pastoral Care Board	Marlene Baddeloo & Jane Sanderson
Properties Board	Nick Peters
Services & Sacraments Board	Toni Cucco & Barb Smith
Stewardship Board	Steve Hill
Women's Association	Kathryn Hall
Hands of Peace	Gretchen Grad

Candidate Slate for Approved New Constitution

Candidate Slate for Continuance of Existing Constitution

**MINUTES OF THE MID-WINTER MEETING
THE GLENVIEW COMMUNITY CHURCH, UNITED CHURCH OF CHRIST**

February 26, 2017

- I. Having determined that a quorum was present, the meeting was called to order at 11:20 a.m. by Moderator Nancy Mullarkey.
- II. The opening prayer was given by Rev. Dr. Chuck Mize.
- III. The minutes of the Glenview Community Church Annual Meeting of May 22, 2016, were approved as written.
- IV. Bob McGee presented the 2016 report of the Church Clerk, noting that we welcomed 39 new members and 8 new families, resulting in a total year-end 2016 count of 1,338 members and 648 families. Bob noted that the Sept.-May average attendance decreased slightly from 2015 to 2016. A motion to accept the report of the Church Clerk was approved.
- V. David Aki gave the report of the Church Treasurer for the year 2016. Dave reported that although pledge and other contributions were higher than 2015, the total received was less than budgeted. This shortfall was more than offset by higher than expected investment income, resulting in 2016 revenues exceeding budget by \$19,530. Primarily because of urgent repair needs, the total 2016 expenses exceeded budget by \$25,535. The total deficit in 2016 of \$137,797 was drawn from the Unrestricted Bequest Funds, which now total \$554,862 going into 2017. The capital campaign has already received \$587,000 in contributions, which were first used to pay back \$246,000 of capital campaign expenses to the Unrestricted Bequest Funds. Because of the cost to remove the old oil tanks, the Capital Reserve has now been reduced to \$22,641. A motion to accept the report of the Church Treasurer was approved.
- VI. Steve Hill, Chair, presented the Stewardship Board report, noting that the current 2017 total financial commitments to date of \$843,828 from 330 families were 11% and 18% less respectively from 2016. 72 families who have not yet pledged but did pledge in 2016 are being contacted. Additional action plans are being developed to reach others who have not pledged for 2017 and to ask existing pledge families to review their level of financial commitment to GCC.
- VII. Nancy Mullarkey, Moderator, gave a presentation on the 2017 financial outlook for Glenview Community Church. She noted that it cost about \$1,200 just to keep the church facility open for one day, but 50% of GCC pledges are \$1,200 or less per year. Nancy reported that at the current pledge level there would be a deficit of \$325,790 which compares to the Spiritual Council goal of a deficit of \$135,000 that would be funded from the Unrestricted Bequest Funds. This represents a \$190,000 pledge gap that needs to be filled. Nancy went over the results of her survey of 8 similar UCC churches in the Chicago area that showed that GCC had the lowest median pledge. The median increase of the other churches total pledges was 8% compared to our decrease of 11%. Filling the pledge gap for GCC would require a 7% increase in total pledges. Nancy went over the next steps to increase the personal outreach to get more pledges in and to increase current giving levels, focusing on the blessings and values we receive from GCC. Nancy presented the Spiritual Council principles that 1) we cannot continue to grow deficit budget levels, thereby draining the Unrestricted Bequest Funds that are also needed for unplanned expenses, 2) eliminating staff and programs provides only short-term fiscal relief, followed by decreased pledges, 3) we need to take time to educate the congregation on the financial

status of GCC and raise pledge levels, and 4) recommend deferring the 2017 budget approval until the May 21 Annual Meeting. The motion to approve the Spiritual Council's proposal to delay consideration of a 2017 budget until May, allowing time for completion of an extended stewardship campaign was unanimously approved.

- VIII. The report of the Leadership Committee was given by Bob McGee filling in for Vice Moderator, Gretchen Grad. The motion to elect Chris Clark to the position of Church Treasurer was unanimously approved. The motion to elect Cathy Shapiro to the position of Church Clerk was unanimously approved.
- IX. Bob McGee, chair of the Governance Task Force (GTF), presented an update on the work of the GTF. He went over how the GTF has taken the feedback from the congregation from the initial rollout of a proposed governance structure last May and has updated the proposed structure, written an initial draft of an Interim Constitution and Bylaws, and developed a 2 year transition plan. The GTF has scheduled information and feedback sessions for the Leadership Committee, Spiritual Council and all board meetings in March as well as 3 sessions for the congregation following worship on the first 3 Sundays in March. All members are encouraged to attend these sessions to hear about the GTF proposals and to share their feedback which will be incorporated into a final proposal to be voted on at the Annual Meeting for moving to the new governance structure over a 2 year transition period.
- X. Nick Peters, chair of the Construction Committee, presented an update on the work of this committee, whose other members are Lauren Bauerschmidt, Glenn Kelly, Melinda Krueger, Scott McClung, Jill Ruter, Steve Sargent and Ellen Scholly, with the Moderator, Senior Pastor and Facilities Manager serving on an ex officio basis. They have had organizational meetings with our owner's representative, who represents our interests in negotiations with the architects, contractors and sub-contractors. The Construction Committee is analyzing what can be done within the \$3.6 million budget to fix the infrastructure, improve accessibility, enhance our meeting places and meet our basic needs. They are looking forward to an upcoming presentation from the architects on an initial reduced plan. After their review, the committee will hold sessions for the congregation to see the proposed plans and provide their input.
- XI. There was a silent closing prayer for the church, and the meeting was adjourned at 12:30 p.m.

Respectfully submitted,

Bob McGee, Former Church Clerk

**Interim Constitution and Bylaws of
Glenview Community Church
May 21, 2017
To Be Revised as Needed, for Adoption by May 2019.**

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Interim Constitution

ARTICLE I: NAME

This church is named GLENVIEW COMMUNITY CHURCH, United Church of Christ (referred throughout as church or GCC).

ARTICLE II: COVENANT

The Glenview Community Church, United Church of Christ, unites Christians of all denominations on the common principles of belief in God, Christ, the Bible, and the Church, with each member interpreting these beliefs as conscience dictates.

We propose to live in the fellowship and ways of God and to follow the leadership of Jesus Christ in all our life's experiences so far as God's ways and Christ's leadership are made known to us. We strive to know the will of God as taught in the Bible and all other sources and to walk in the ways of the Lord made known to us.

We hold it our church's mission to proclaim the message of Jesus Christ to all people, exalting in the worship of the one true God. We labor for the progress of knowledge, the promotion of justice, the reign of peace, and the realization of human fellowship. We work and pray for the transformation of the world into the Realm of God.

We strive for conflict resolution in Glenview Community Church, in the community and in the world.

ARTICLE III: MISSION

GCC is a vibrant Christian community that welcomes, loves and serves all God's people. We seek to serve God by making Christ's message, ministry and mission of love real for all people.

This church welcomes into the congregation all who affirm and believe in the Mission of GCC. This church is an Open and Affirming congregation accepting all who believe in God without regard to race, color, age, marital status, national origin, gender, gender identity, sexual orientation or physical ability.

ARTICLE IV: POLITY AND AFFILIATIONS

Section a: POLITY

The polity of this church is vested in the congregation whose members exercise the right of full and final control in all its affairs, always depending on the wisdom and inspiration of the Holy Spirit.

... there are varieties of gifts, but the same Spirit; and there are varieties of services, but the same Lord; and there are varieties of activities, but it is the same God who activates all of them in everyone. To each is given the manifestation of the Spirit for the common good...

(1 Corinthians 12:4-7)

Section b: AFFILIATIONS

GCC is a free and independent church that accepts and shares mutual council, comity and cooperation involved in the free fellowship of the United Church of Christ and with all faith communities that seek to promote the reign of God demonstrated by the life and ministry of Jesus Christ. GCC is a member of the United Church of Christ, the Illinois Conference of the United Church of Christ and the Chicago Metropolitan Association.

ARTICLE V: FAITH, WORSHIP, SACRAMENTS AND RITES

Section a. FAITH

The Holy Scriptures of the Old and New Testaments are recognized as the Word of God and the normative rule of Christian faith and practice. In its relation to other religious communities, GCC shall constantly endeavor to promote *the unity of the spirit in the bond of peace.*

(Ephesians 4:3)

GCC is in essential accord with the United Church of Christ Statement of Faith, but does not restrict the freedom of individual members to develop and live their own Christian theology. Formal statements of belief are not required of members, nor is any restriction imposed upon the interpretation of scripture. GCC members strive to live in the spirit of Christ, and we affirm this way of living to be the single and sufficient evidence of Christian faith.

Section b: WORSHIP

GCC practices freedom of worship to glorify God, to bear witness to God's love in Jesus Christ, and to share this love through our message, ministries and mission.

Section c. SACRAMENTS

In the tradition of Christians, GCC observes the two sacraments instituted by Christ: Baptism and Communion.

Section d. RITES

GCC observes the rites of Confirmation, Ordination, Marriage (regardless of gender, gender identity or sexual orientation), and Burial.

ARTICLE VI: MEMBERSHIP

Section a. MEMBERSHIPS

1. **Active Membership.** GCC welcomes into membership all who, having been baptized, publicly commit themselves to faith in Jesus Christ and actively participate in the GCC faith community. Application to GCC Membership shall be made according to the policies established by the Spiritual Council.
2. **Associate Membership.** Associate Members are those individuals who have primary membership in another church, but who also desire a relationship with GCC. Associate Members are expected to actively participate in the GCC faith community. Associate Members may not be elected as officers of GCC.
3. **Inactive Membership.** Any member of GCC who, on the finding of Spiritual Council, has not fulfilled the duties of Membership stated below will be placed on the Inactive Membership roll. Active Membership status can be restored by recommendation of Spiritual Council. Active, Associate and Inactive Membership rolls are reviewed annually. (From here on, "Member" shall refer to an active or associate member.)
4. **Membership Termination.** Membership can be terminated by voluntary Member resignation, by letter of transfer request, or by action of the Spiritual Council.

Section b. DUTIES AND RIGHTS

1. Duties. Members actively participate in fulfilling the mission of GCC. Members frequently attend church worship services, financially support the church and its benevolences, contribute their time and talents to the Church's organized work, diligently seek spiritual and general welfare for themselves and all members, and ever increasingly attempt to live a Christian life.
2. Rights. Members have the following rights:
 - a. To act and vote at meetings of the GCC Congregation.
 - b. To consider the church building as their church home.
 - c. To receive regular church publications, mailings and communications.

ARTICLE VII: CONGREGATIONAL AUTHORITY

The powers of the Spiritual Council shall not include authority to act on any matter for which this Constitution specifically requires action by the Congregation of the Church, including as follows: amendment of this Constitution; calling pastors; declaring pastoral offices vacant; buying, selling or mortgaging church real property; and erecting or materially altering buildings.

The Congregation vests its authority with the Spiritual Council between called meetings of the Congregation, except as otherwise provided in this Constitution.

Section a. CALLING PASTORS

1. GCC will determine the number of Pastors that it will call. Any modification in the number of pastors shall require the approval of the Congregation, at a regular or special meeting, by a majority vote of those present.
2. A Pastoral Search Committee will conduct a formal search process to identify a candidate for the pastoral vacancy.
3. The Congregation, at a regular or special meeting or meetings, shall receive the recommendation of the Pastoral Search Committee and by two-thirds vote of those present shall extend a call to a new Pastor and approve the letter of call.
4. A Called Pastor shall then hold office without limitation of time. Upon three months' notice in writing to GCC, a Pastor may resign; or upon three months' notice to the Pastor the Congregation, by a majority vote of those voting at any regular or special meeting of the Congregation, may declare the office of any Pastor vacant.
5. Any significant modification to the letter of call for any Pastor shall be submitted to a regular or special meeting of the Spiritual Council for ratification by a majority vote of those present.



Section b. CHURCH PROPERTIES

The Resource Ministry shall have the care, custody and control of the real and personal property of GCC, subject to the direction of the Spiritual Council or the Congregation, and may, when directed by the Spiritual Council or the Congregation, erect houses or buildings and improvements. Non-budgeted repairs and alterations to property in excess of ten percent of the annual operating budget must have Congregational approval prior to contractual involvement.

Section c. ENDOWMENTS, GIFTS, BEQUESTS AND TRUSTS

1. Property sales, mortgaging and encumbrances.

The Executive Committee may, subject to the approval of the Spiritual Council or the Congregation, mortgage, encumber, sell and convey any real or personal estate of GCC. However, no mortgage, encumbrance, sale or conveyance shall be made of any such estate so as to defeat or destroy the intent or effect of any gift, grant, devise, or bequest which may be made to GCC; instead such restrictive gifts, grants, devises and bequest shall be appropriated and used as directed or intended by the person or persons making the same.

2. Endowment Funds

The Endowment Funds of GCC shall consist of donations, gifts, and bequests thereto, the principal of which shall be held in trust and invested by the Treasurer under the direction of the Resource Ministry subject to the approval of the Spiritual Council. The income of the Endowment Funds shall be expended in the support and maintenance of the worship, religious activities, and community services of GCC, together with the upkeep of all properties belonging to GCC, under the direction of the Resource Ministry subject to the approval of the Spiritual Council. All donations, gifts, and bequests restrictively designated for GCC Endowment Funds shall be added to and become part of the Endowment Funds, to be held in trust for the purpose stated. The Resource Ministry may recommend to the Spiritual Council the disposition of other extraordinary donations, gifts, and bequests to GCC without specific restrictive designation, including to the Endowment Funds.

The donor principal of the Endowment Funds shall be held in trust in perpetuity, subject to the right of withdrawal of all or a portion of the principal, under extraordinary circumstances, and following a two-thirds recommendation vote of the members of the Resource Ministry Steering Group, a two-thirds recommendation vote of the Spiritual Council, and a two-thirds affirmative vote of the members of GCC in attendance, at a regular or special Congregational Meeting.

ARTICLE VIII: GOVERNANCE

Section a. STRUCTURE

Spiritual Council 14 Elected Members and Called Pastors <ul style="list-style-type: none"> • 4 Officers (Moderator, Vice Moderator, Treasurer, Clerk) • 3 At-Large • 5 Ministry Vice Chairs • 1 Women's Association • 1 GCCNS • Called Pastors 		Administrative Committees 3 to 6 Members each. Appointed by Spiritual Council. <ol style="list-style-type: none"> 1. Communications 2. Human Resources 3. Leadership 4. Pastoral Relations 		
Executive Committee – the Officers and the Called Pastors				
Five Ministries				
Congregational Life Ministry	Faith Formation Ministry	Outreach Ministry	Resource Ministry	Worship & Music Ministry
Ministry Steering Groups: 4 Elected Members each (Chair, Vice Chair and 2 Coordinators) Pastor(s), Staff Liaison(s) and Ministry Team Leaders.				

The work of each Ministry is performed by **Ministry Teams**: made up of volunteers who select a Ministry Team Leader.

Section b. PURPOSE OF THE FIVE MINISTRIES

1. Congregational Life. Ministers as stewards of GCC's members' and friends' engagement and well-being.
2. Faith Formation. Ministers as stewards of GCC's faith and spiritual development for all ages.
3. Outreach. Ministers as stewards of GCC's outreach programs in the community and beyond.
4. Resource. Ministers as stewards of GCC's resources – financial, building and property.
5. Worship & Music. Ministers as stewards of GCC's worship services and fine arts events.

Section c. QUALIFICATIONS TO SERVE IN GCC GOVERNANCE

Any Member of GCC, as defined in Article VI and subject to the specified limitations, may be elected to the Spiritual Council or five Ministries, or be appointed to serve on any Administrative Committee subject to the following requirements:

1. The Moderator, Vice Moderator, Church Clerk and Treasurer shall be at least 21 years of age.
2. The Moderator, Vice Moderator, Church Clerk, Treasurer, and At-Large Members of the Spiritual Council shall have been a Member of GCC for at least three complete years and have served in one or more of the 5 Ministries.
3. Comply with the Safe Church policy.

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ARTICLE IX: MEETINGS AND OFFICIAL PUBLICATIONS

Section a. ANNUAL CONGREGATIONAL MEETING

The annual meeting of the Congregation shall be held during the month of May of each year. The business of this meeting, depending on the terms of each office, shall be to elect a Moderator and Vice Moderator, Clerk, Treasurer, At-Large Members of the Spiritual Council, and Chairs, Vice Chairs and Coordinators of the Five Ministries. It shall receive reports from each of the five Ministries, in addition to members of the Executive Committee and Staff. It may transact any other business provided that notice of such business has been included in the official call to meeting.

Section b. MIDWINTER CONGREGATIONAL MEETING

The Midwinter Congregational Meeting shall be held during the first quarter of each year for the purpose of adopting a budget. It may transact any other business provided that notice of such business has been included in the official call to meeting.

Section c. SPECIAL CONGREGATIONAL MEETINGS

Special Congregational Meetings may be called by the Spiritual Council, or by a written proposal to the Spiritual Council by 25 or more active Members. This written proposal must detail the specific purpose for the Special Congregational Meeting and must be presented to the Spiritual Council for its counsel prior to communicating the required notices to the congregation.

Section d. NOTICE OF MEETINGS

Notice of every congregational meeting of GCC shall be communicated in two successive issues of the *Broadcaster*, the second notice shall be communicated at least four days prior to the date of the meeting. Alternatively, notice in writing of the meetings shall be mailed to every Member of GCC at least four days prior to the date of the meeting. No business shall be transacted at any special meeting except as specified in a notice of such meeting as prescribed above.

Section e. QUORUM AND PROCEDURE

Robert's Rules of Order shall inform the conduct of all meetings. Any person presiding at a meeting, in order to retain the role of impartial moderator, shall not be entitled to vote except when such vote will change the result of the voting.

50 Members of GCC shall constitute a quorum for the transaction of the business of GCC at any Congregational meeting. Those eligible to vote are those Members physically present at the meeting, or in cases where a meeting only involves voting, not discussion, the Spiritual Council by a two-thirds vote of those present at a duly called meeting of the Spiritual Council may approve an alternative process for obtaining ratification by the Congregation, such as a physical mail ballot or an electronic mail ballot.

For Spiritual Council and Ministry Steering Group meetings, a quorum shall be defined as a majority of the members of the body. Those eligible to vote at Spiritual Council and Ministry Steering Group meetings shall be set forth in the Bylaws.

Section f. OFFICIAL PUBLICATION

GCC shall regularly prepare and distribute, without fee, the official church news bulletin known as the *Broadcaster* to all Members and such other persons as the Spiritual Council, through the Communications Committee, shall designate.

ARTICLE X: BYLAWS

The Spiritual Council, by a majority vote of those voting at any meeting, may adopt or repeal bylaws consistent with this Constitution provided that the proposal to adopt or repeal bylaws is made by a member of the Spiritual Council and notice of the proposal is given in writing to each member of the Spiritual Council at least two weeks prior to the meeting at which the proposal shall be voted. The substance of bylaw changes—addition and deletion actions passed by the Spiritual Council —shall be printed in three successive issues of the *Broadcaster*.

ARTICLE XI: AMENDMENTS

Amendments to this Constitution may be proposed by the Spiritual Council, or by a written proposal to the Spiritual Council by 25 or more Members. This written proposal must detail the specific wording and purpose of the proposed amendment and must be presented to the Spiritual Council for its counsel prior to releasing the required notices to the congregation.

This Constitution may be amended by a two-thirds vote of Members voting at any meeting of the Congregation provided a notice of the meeting and the substance or a copy of the proposed amendment has been announced in three successive issues of the *Broadcaster*, the last of which shall be mailed at least four days prior to the date of the meeting. Alternatively, the substance of a copy of the proposed amendment shall be mailed at least ten days prior to the meeting date to Members of GCC. The amendments passed by the Congregation will be published on the GCC website and made available in the church office.

Interim Bylaws
May 21, 2017
To be Revised as Needed for Adoption in May 2019

Section 1: Governance Roles and Responsibilities

Moderator: The Moderator is elected by the Congregation to a two-year term. (From here on, all elected terms begin June 1.) At the conclusion of his/her term, the Moderator is eligible to be nominated to the Vice Moderator / Moderator succession for one additional term of service without hiatus. The Moderator is the principal elected officer and lay leader of GCC. The Moderator serves as the chair of the Spiritual Council and Executive Committee and presides at all Congregational Meetings. The Moderator is an ex officio member with vote of all Administrative Committees and Ministry Steering Groups, and participates at his/her discretion. The Moderator ensures that the Spiritual Council is conducting its duties in an orderly and responsible way. The Moderator also serves as a conduit for the concerns of the Ministries and Congregation as they do the work of GCC's mission, message and ministries.

Vice Moderator: The Vice Moderator is elected by the Congregation to a two-year term. At the conclusion of his/her term, the Vice-Moderator will ordinarily be nominated to a two-year term as Moderator. The Vice Moderator is an elected lay officer of GCC. The Vice Moderator assists the Moderator in any duties as assigned. The Vice Moderator assumes the duties of the Moderator when the Moderator is absent or unable to serve. If the Moderator is unable to complete his/her term of office, the Vice Moderator will assume all of the Moderator's duties, until the next regularly scheduled Congregational meeting, at which time the Congregation will elect a Moderator and Vice Moderator to fill any vacancies. The Vice Moderator may serve as a Spiritual Council liaison member with vote on one of the Administrative Committees as assigned by the Spiritual Council.

Clerk: The Clerk is elected by the Congregation to a two-year term and may serve for three consecutive terms. The Clerk is an elected lay officer of GCC. The Clerk, with the assistance of the church staff and lay volunteers, acts as custodian of the official records of the church and maintains the church records (including baptisms, confirmations, weddings, funerals, all membership additions, terminations, transfers and type (active, associate, inactive), and worship attendance). The Clerk ensures the keeping and retention of minutes, reports and policies of the Spiritual Council, Administrative Committees and Ministry Steering Groups. The Clerk serves as secretary of the Spiritual Council, Executive Committee, and all Congregational Meetings. The Clerk may serve as a Spiritual Council liaison member with vote on one of the Administrative Committees as assigned by the Spiritual Council.

Treasurer: The Treasurer is elected by the Congregation to a two-year term and may serve for three consecutive terms. The Treasurer is an elected lay officer of GCC. The Treasurer serves as the chief financial officer of the church. The Treasurer is responsible for the accurate keeping

of financial records of receipts and disbursements, operating and fund accounts and all other official monetary instruments held by the church. The Treasurer ensures that the church's financial operations are being performed on a timely basis and within established financial controls. The Treasurer serves as a voting member of the Resource Ministry Steering Group. The Treasurer may serve as a Spiritual Council liaison member with vote on one of the Administrative Committees as assigned by the Spiritual Council.

Executive Committee. The members of the Executive Committee are the four elected lay officers (Moderator, Vice Moderator, Clerk and Treasurer) and the called Pastors. The Executive Committee serves as the legal representative of GCC, and executes all contracts and other legal agreements that bind the church in any regard.

At-Large Members: The three At-Large Members are elected by the Congregation for two-year terms and may serve for two consecutive terms. The At-Large Members are elected to the Spiritual Council as representatives of the entire Congregation. At-Large Members ensure that there is good two-way communication between the Spiritual Council and the Congregation. At-Large Members, along with the officers, conduct an annual performance evaluation of the Senior Pastor. At-Large Members may serve as a Spiritual Council liaison member with vote on one of the Administrative Committees as assigned by the Spiritual Council.

Women's Association Member: The Women's Association Member is nominated by the Women's Association and is elected by the Congregation to a two-year term and may serve for two consecutive terms.

GCCNS Member: The GCCNS Member is nominated by the GCCNS and is elected by the Congregation to a two-year term and may serve for two consecutive terms.

Administrative Committee Members: Administrative Committee Members are appointed by the Spiritual Council. Administrative Committee Members draw on their expertise and experience to facilitate the Administrative Committee's performance of its responsibilities.

Ministry Steering Groups: Each of the five Ministries (Congregational Life, Faith Formation, Outreach, Resource, and Worship & Music) is guided by a Ministry Steering Group. The Ministry Steering Group consists of one Chair, one Vice Chair and two Coordinators who are elected by the Congregation; the Called Pastor(s), Staff Liaison(s) and Ministry Team Leaders.

Ministry Chairs: The five Ministry Chairs are elected by the Congregation for two-year terms. At the conclusion of his/her term, a Ministry Chair is eligible to be nominated to the Ministry Vice Chair / Ministry Chair succession for one additional term of service without hiatus. Ministry Chairs are elected to be the lay leaders of the Ministry Steering Groups. Ministry Chairs preside over the Ministry Steering Groups' meetings and ensure that minutes are taken and reported. The Ministry Chairs lead the Ministry Steering Groups, ensuring that the Ministry

Steering Groups responsibly conduct their duties of providing coordination, oversight and support for the Ministry Teams. The Ministry Chairs are responsible for ensuring that the Ministry Teams are working within the established Spiritual Council's policies and Ministry Steering Groups' limitation guidelines (such as expense levels, timeframes, or available resources). The Ministry Chairs are also the initial conduit for any group seeking to establish a new Ministry Team.

Ministry Vice Chairs: The five Ministry Vice Chairs are elected by the Congregation for two-year terms. Ministry Vice Chairs are elected to serve simultaneously on the Spiritual Council and a Ministry Steering Group. Ministry Vice Chairs are the primary liaisons between the Ministries and the Spiritual Council, ensuring that there is good two-way communication and understanding. At the conclusion of a two-year term on the Spiritual Council focused on the forward-looking policy and planning for GCC, the Ministry Vice Chair will ordinarily be nominated to a two-year term as the Ministry Chair.

Ministry Coordinators: The two Ministry Coordinators for each of the five Ministries are elected by the Congregation for two-year terms and may serve two consecutive terms. Ministry Coordinators are elected to serve on Ministry Steering Groups, where they help conduct the work of the Ministry Steering Groups. Ministry Coordinators may be assigned by their respective Ministry Steering Groups to represent their Ministries in coordination with an Administrative Committee (particularly the Communications and Nominations Committees), to aid their Ministry Teams in recruiting volunteers, to provide any other needed assistance to their Ministry Teams, or to assist in the coordination of events with other Ministries' teams. Ministry Coordinators ensure that there is good communication among the Ministry Teams, with the Congregation, and, if appropriate, to the wider community outside of GCC.

Ministry Team Leaders: Ministry Team Leaders are selected by their teams. Ministry Team Leaders organize and preside over their team meetings, approve expense payments within budgetary guidelines, work to recruit sufficient members, see that there is good internal and external communication, ensure that the work of their teams is being accomplished as planned, and report on the progress of their efforts as required by the Ministry Steering Groups. Ministry Team Leaders are encouraged, but not required, to serve as the Ministry Team representative on the Ministry Steering Group.

Ministry Teams: The work of each Ministry is performed by Ministry Teams made up of volunteers.

Election Cycle: The Congregation elects the Moderator, the Vice Moderator, the three At-Large Members, the Women's Association Member, the GCCNS Member and the two Ministry Coordinators for each of the five Ministries for two-year terms in even years (2018, 2020, 2022...). The Congregation elects the Clerk, the Treasurer, the five Ministry Chairs and the five Ministry Vice Chairs for two-year terms in odd years (2017, 2019, 2021...).

In order to move to this election cycle, the Congregation at the 2017 Annual Meeting will elect the Moderator, the Vice Moderator, the three At-Large Members, the Women's Association Member, the GCCNS Member and the two Ministry Coordinators for each of the five Ministries for one-year terms.

Section 2: Governance Decision Making / Authority Levels

A. Spiritual Council:

The Spiritual Council is the principal governing body and provides the lay spiritual leadership of Glenview Community Church.

The Spiritual Council is the forward-looking, big-picture, policy and planning governing body. A major focus is leading the Congregation in discerning what God's mission is for GCC and embodying this mission through GCC's identity, purpose and core values. The Spiritual Council develops the long-term strategic plans to live out GCC's mission as well as its high level goals.

The Spiritual Council is the policy setting governing body, creating a sound framework of policies by which the church operates. The Spiritual Council delegates authority to the Ministries to accomplish their work, providing support and guidance and creating accountability. The Spiritual Council has oversight of the Ministries to ensure that policy is being followed, authority is being used well, and that the work is making progress towards achieving goals, strategy and vision for GCC's message, ministries and mission. The Spiritual Council also uses the Administrative Committees to ensure that there is effective communication within the congregation and to the community, that fair and legitimate human resource policies are in place and being applied, that Pastoral relations among the clergy and with the congregation are being attended to, and that ongoing recruitment of volunteers for teams and elected positions is occurring.

The Spiritual Council is the material decision making governing body. Material decisions include, but are not limited to:

- Making any changes to the GCC Bylaws.
- Adopting or revising church operating policies.
- Appointing the members of the Administrative Committees and designating a chair for each committee.
- Recommending an annual budget for approval by the Congregation.
- Approving non-budgeted expense spending less than 10% of the operating budget as set by its Spending Authority Policy.
- Approving the Senior Pastor's recommendation, with Human Resources Committee counsel, regarding any addition or elimination of any regular staff positions excluding called pastors.
- Approving recommended replacements for vacated elected positions to complete the term of office, or for officers, until the next regularly scheduled Congregational meeting at which time the Congregation will elect a nominee to complete the term.

- Approving recommended Liability & Property and Health & Welfare insurance coverage.
- Approving recommended overall salary adjustment level.
- Providing for the annual performance evaluation of the Senior Pastor (to be done by the Officers and At-Large members with any counsel requested from the Human Resources and Pastoral Relations Committees) and approving that position's salary adjustment.
- Establishing and providing the charge to any special committee or task force (including search committees) needed to accomplish the church's work.

The Spiritual Council has the fiduciary responsibility for the human and material resources of GCC, ensuring that the church's people, money, building and properties are kept safe and these resources are being used responsibly, lawfully and ethically to serve the mission of GCC.

B. Executive Committee:

The members of the Executive Committee serve as the Trustees of GCC in all legal matters, including the execution of all contracts and other legal agreements that bind the church in any regard. The Executive Committee conducts GCC business within Spiritual Council policy guidelines between Spiritual Council meetings and acts for the Spiritual Council within the scope of previously approved guidelines when there is an emergency issue requiring immediate action. The Executive Committee prepares the agendas for the Spiritual Council meetings.

C. Administrative Committees:

The four Administrative Committees are: Communications, Human Resources, Leadership, and Pastoral Relations. The Administrative Committees assist the Spiritual Council by doing the necessary research, analysis and other work to make recommendations to the Spiritual Council for its decision in each Committee's respective area. Members of the Administrative Committees are appointed by the Spiritual Council. The Spiritual Council delegates authority to the Committees to carry out independent work within the guidelines set by the Spiritual Council, with any Committee-recommended action presented to the Spiritual Council for its decision.

1. Communications Committee:

The Communications Committee formulates recommended strategy for communicating information internally at GCC and to the outside world, with input from staff, for Spiritual Council approval. Internal communications would include but not be limited to publications to GCC members, dissemination of minutes and agendas and summaries of Spiritual Council and Ministry Steering Group meetings, calendaring of events and room assignments, member mailings, and email and database protocols. External communications include but are not limited to the GCC website, GCC presence on social media, and marketing and public relations efforts to the outside community and media.

The Communication Committee provides oversight and support for the staff and Ministry Teams in implementing the approved communication strategies. The Communications Committee continually reviews and recommends to the Spiritual Council needed updates or revisions to what has been adopted, and the Committee continually coordinates the communication efforts of the Ministries. The

Communications Committee must always coordinate with the Senior Pastor on staff members' priorities.

2. Human Resources Committee:

The Human Resources Committee formulates recommended human resource policies for Spiritual Council approval and oversees the effective implementation of these policies for GCC employees. The Human Resources Committee develops and maintains for Spiritual Council approval a Human Resources policy book and compensation and benefits guidelines for GCC employees (including GCCNS). The Human Resources Committee continually reviews and recommends to the Spiritual Council needed updates or revisions to what has been adopted. The Human Resources Committee also provides counsel and support as needed to the Senior Pastor, Director of GCCNS, and other supervisory staff on employee human resource issues, including but not limited to hiring, terminations, performance evaluations and employee relations.

The Human Resources Committee coordinates with the Resource Ministry Steering Group and the Finance Team to provide an annual review and recommendation to the Spiritual Council of compensation adjustments and Health & Welfare insurance coverage adjustments for the employee staff and called pastors. (if not already specified in a letter of call or employment contract).

3. Leadership Committee:

The Leadership Committee develops recommendations of nominees for elected positions, aids in finding volunteers for Ministry Teams, and develops recommended leadership training and orientation processes.

The Leadership Committee coordinates with the Ministries to develop a slate of nominees to recommend to the Spiritual Council to endorse for congregational approval. The Leadership Committee also recommends any replacement nominee needed to fill a vacated elected position to the Spiritual Council for its approval.

The Leadership Committee develops proposals for the Spiritual Council to approve and then implements these proposals to solicit and track members' volunteer activities and members' talents and interests in order to aid Ministry Teams with recruiting volunteers.

The Leadership Committee formulates recommended leadership training and orientation processes for Spiritual Council approval and oversees the effective implementation of these policies. The Leadership Committee continually reviews and recommends to the Spiritual Council needed updates or revisions to what has been adopted.

4. Pastoral Relations Committee:

The Pastoral Relations Committee works to nurture the called pastors' relations with the congregation, staff and among the clergy. The Pastoral Relations Committee organizes itself to provide support based on confidential conversations with the called Pastors, to

give feedback to the called Pastors after soliciting input from the congregation, ministry teams and administrative staff, and to work with the Constructive Conversations Team if required for any conflict resolution issues involving the called Pastors. The Pastoral Relations Committee recommends to the Spiritual Council any needed policies regarding pastoral relations and support. The Pastoral Relations Committee gives input to the Spiritual Council for the Senior Pastor evaluation and to the Senior Pastor for the other called Pastors' evaluations. The work of the Pastoral Relations Committee is always done in strict confidence.

D. Ministry Steering Groups:

The Ministry Steering Groups are the coordinating and governing bodies for each of the five Ministries (Congregational Life, Faith Formation, Outreach, Resource, and Worship & Music). The leaders of each Ministry Steering Group are one Chair, one Vice Chair, two Coordinators, Called Pastor(s), Staff Liaison(s) and Ministry Team Leaders. The central functions of the Ministry Steering Groups are to coordinate, oversee and support the teams in their Ministry as they do the work of the church.

The Ministry Steering Groups provide coordination to their Ministry Teams by working with them as needed to develop proposed budgets, goals and plans for the year, ensuring that these align with the vision, strategic plans and high level goals articulated by the Spiritual Council. The Ministry Steering Groups are responsible for the final budget recommendations and the annual goals and plans reported to the Spiritual Council for the Ministry. The Ministry Steering Groups are responsible for working together to develop a coordinated annual calendar plan of events that is in keeping with the Spiritual Council's overall direction.

Ministry Steering Groups provide oversight by first giving guidance and delegating authority to the Ministry Teams (within policy guidelines and with any limitations) in order for the Teams to accomplish their work. Ministry Steering Groups' oversight then includes creating accountability for the Ministry Teams by tracking and evaluating the progress of the teams in meeting their goals and managing their expenses and resources, and then providing feedback and any necessary support to the teams for their efforts.

The Ministry Steering Groups provide ongoing support to their Ministry Teams, including but not limited to:

- Working with representatives from teams as needed to develop any recommendations on material decisions to be presented to the Spiritual Council. (For example, the annual process of reviewing grants and determining the proposed allocation amounts among the agencies of the amount of money designated for mission outreach in the annual budget.)
- Facilitating communications among the teams and to and from the Spiritual Council, and encouraging the teams to communicate with the congregation.
- Ensuring that teams are coordinating with the Communications Committee and staff for purposes of communications inside the church and outside to the wider community.

- Approving new events from the teams not originally included in the annual calendar planning and ensuring that these events are coordinated with the Communications Committee and staff for required room and resource reservations.
- Coordinating with other Ministry Steering Groups and Teams as needed for joint program efforts.
- Resolving any conflicts of resources or timing with other Ministries.
- Helping teams recruit the necessary number of volunteers.

The Ministry Steering Groups also work with any group that has a new idea for its Ministry outside of the current Ministry Teams by helping to establish the team, thinking through required resource use, including staffing and expenses, and developing plans and goals.

E. Ministry Teams:

Ministry Teams perform the day-to-day ministries of GCC with the coordination, oversight and support of the Ministry Steering Groups. Ministry Teams have operational decision making authority for achieving their plans and goals within the Spiritual Council's policy guidelines and any Ministry Steering Group limitation guidelines (such as expense levels, timeframes, or available resources). Ministry Teams work to develop and implement program goals that advance GCC's vision and recommend to the Ministry Steering Group necessary and realistic budget and resource requirements for the team to accomplish its goals. Ministry Teams coordinate their efforts as needed with their Ministry Steering Groups, Administrative Committees, staff and other Ministry Teams. Ministry Teams work with their Ministry Steering Group to determine the best ways to report on their progress and receive evaluative feedback.

Some Ministry Teams (GCCNS and Women's Association) have developed their own governing documents to effectively carry out their work. These documents must be in keeping with the mission, vision and values of GCC and be within all GCC policy guidelines. Any Ministry Team's governing documents must be approved by the Spiritual Council, and all future revisions must also be approved by the Spiritual Council. In general, Ministry Teams are encouraged to develop their own operating procedures handbooks as needed.

F. Senior Pastor:

The Senior Pastor serves as both the spiritual leader and chief administrative officer of Glenview Community Church.

The Senior Pastor, as the spiritual leader of GCC, tends to the spiritual welfare of the Congregation, working to ensure that GCC honors its mission of welcoming, loving and serving all God's people and that GCC strives to achieve its vision of serving God by making Christ's message, ministry and mission of love real for all people. The Senior Pastor has primary responsibility for coordinating worship and administering the sacraments and rites of GCC.

The Senior Pastor, as the chief administrative officer of GCC, has direct responsibility for the daily administration, management and performance of all staff, and supervises, counsels, and supports other called Pastors in their assigned duties and responsibilities.

For non-called staff, the Senior Pastor has hiring and termination authority, within the Spiritual Council's approved Human Resources policy guidelines and in consultation with the Human Resources Committee. The Senior Pastor is expected to include any supervisory staff position to participate in these decisions on their direct reports and to utilize search committees established by the Spiritual Council where appropriate for hiring staff positions. The Senior Pastor, with Human Resources Committee counsel, recommends to the Spiritual Council for its approval any addition or elimination of non-called staff positions.

The Senior Pastor follows approved HR guidelines to provide routine, periodic performance evaluations of direct reports and ensures that all supervisory staff and other called Pastors provide these performance evaluations to their direct reports as well. The Senior Pastor determines any salary adjustments for all staff members and other called Pastors within the Spiritual Council's approved guidelines.

The Senior Pastor is a full voting member of the Spiritual Council and all Ministry Steering Groups.

G. Other Called Pastors and Staff Liaison Leaders:

The other Called Pastors include all ordained Pastors, other than the Senior Pastor, who have been called by the Congregation to a pastoral position established by GCC. Other Called Pastors are full voting members of the Spiritual Council and of any Ministry Steering Group to which they have been assigned by the Senior Pastor.

Staff Liaison Leaders are members of the GCC staff who have been directed by the Senior Pastor to serve on a Ministry Steering Group or Ministry Team. Staff Liaison Leaders are full voting members of any Ministry Steering Group or Ministry Team to which they have been assigned.

Any called Pastor or Staff Liaison Leader who has been assigned by the Senior Pastor with primary responsibility for the programs of a Ministry Team (for example the Associate Pastor for Youth and Children for the Children's Faith Formation Team or the Minister for Music for the Music Support Team) then has lead authority to develop and implement these programs with the guidance, support and collaboration from that Ministry Team.

GCC Ministries & Ministry Teams as of May 2017

Congregational Life Ministry: Ministers as stewards of GCC's members' engagement and well-being. Ministry teams with examples of their responsibilities/sub-groups include:

- **Constructive Conversations**
- **Congregational Care** (Called to Care, Prayer Team, Memorial Service Support, Support Groups...)
- **Member Engagement** (Volunteer Recruitment, Nametags, Neighborhood Groups, New Member Welcoming...)
- **Fellowship Events** (60 Plus Group, Rally Day, Various Social Events, Family Camp, Intergenerational Events, Women's Retreat)
- **Women's Association** (Programs, Groups, Resale Shop, Meals Ministry, FEDS, Grounds Gardening, Lectures...)
- **Men's Ministry** (Programs, Projects, Social Events...)
- **Health Team** (Health Programs, Health Info, Open Gym, Pickleball, Volleyball, Yoga...)
- **Inclusivity Team** (Open & Affirming, Diversity, House for all God's people)

Faith Formation Ministry: Ministers as stewards of GCC's faith and spiritual development for all ages. Ministry teams with examples of their responsibilities/sub-groups include:

- **Children** (Church School, C/T & Nursery, FISH, Puppets, Children's Programs, Vacation Bible School, Child Care, Music & Movement, Family Social Events)
- **Confirmation** (Instruction, Social Events, Service Work)
- **Youth** (PYF Programs, Mission Trips, Fundraisers)
- **Adults** (Adult Education, Lent Programs, Bible Study, Speakers, Library)
- **Spiritual Life** (Spiritual Life Teams)

Outreach Ministry: Ministers as stewards of GCC's outreach programs in the community and beyond. Ministry teams with examples of their responsibilities/sub-groups include:

- **GCCNS**
- **Faith in Action** (FIAT Projects, Community Renewal Society, ARISE...)
- **Aid / Service** (A Just Harvest, Night Ministry, Northfield Food Pantry, Rebuilding Together, Heifer, Church World Service, Special Offerings...)
- **Invitation** (Visitor Follow Up, Member Recruitment, Church Promotion, Community Events (Open House, Luncheons, Lectures)...))

Resource Ministry: Ministers as stewards of GCC's resources – financial, building and property.

Ministry teams with examples of their responsibilities/sub-groups include:

- **Finance** (Finance Policies, Budget, Investments, Audits)
- **Properties** (Properties Policy, Memorial Garden, Grounds Gardening, FEDS, Various Properties Projects)
- **Generosity** (Stewardship, Bequests/Gifts)

Worship & Music Ministry: Ministers as stewards of GCC's worship services and fine arts events.

Ministry teams with examples of their responsibilities/sub-groups include:

- **Worship Support** (Communion Servers, Ushers, Lectors)
- **Hospitality** (Fellowship Hours, Ambassadors)
- **Sanctuary Support** (Tech Support, Worship Service Taping, Stage Setup/Take-Down)
- **Music Support** (Adult Choirs, Bell Choir, Children's Choir, Music Library, Instrumentalists)
- **Fine Arts Events** (Simple Gifts Programs, Coordinated Outside Concerts)
- **Pageant** (Directors & Helpers, Tech Crew, Stage Crew, Cast)

Ministry Teams will coordinate on any areas of overlapping responsibilities (e.g. Women's Association FEDS and Properties).

Glenview Community Church
 High Level Summary
 Monday, May 15, 2017

	2012 Actual	2013 Actual	2014 Actual	2015 Actual	2016 Actual	2016 Budget	2017 Budget	2017 Budget vs. 2016 Actual
Revenues								
Pledge Contributions	\$775,850	\$747,761	\$817,468	\$914,361	\$914,482	\$953,150	\$927,058	\$12,576
Other Revenue:								
Other Pledge Contributions	\$102,862	\$133,760	\$109,025	\$96,179	\$109,488	\$87,892	\$103,218	(\$6,270)
Mission Offering	17,537	18,895	18,208	20,047	20,728	18,000	0	(\$20,728)
Offering and Fees	58,521	60,562	63,354	73,190	87,351	75,000	88,110	\$759
Investment Income	51,327	65,920	92,918	103,175	101,524	80,000	85,000	(\$16,524)
Total Other Revenue	\$230,248	\$279,137	\$283,505	\$292,591	\$319,090	\$260,892	\$276,328	(\$42,763)
Total Revenues	\$1,006,098	\$1,026,899	\$1,100,973	\$1,206,952	\$1,233,572	\$1,214,042	\$1,203,385	(\$30,187)
Expenses								
Personnel:								
Salaries and Housing	\$589,127	\$586,062	\$600,978	\$627,163	\$657,242	\$660,220	\$667,100	\$9,859
Annuities	9,942	23,707	26,461	27,255	36,000	35,447	39,000	\$3,000
Insurance	22,443	49,275	95,432	131,403	139,000	138,069	147,446	\$8,446
Social Security	40,675	42,420	45,852	47,315	50,050	49,959	48,528	(\$1,522)
Total Personnel	\$662,187	\$701,465	\$768,723	\$833,136	\$882,292	\$883,695	\$902,074	\$19,783
Expenses other than Salary, Benefits and Taxes:								
Pastoral	\$8,737	\$10,000	\$10,509	\$13,359	\$9,385	\$15,250	\$14,250	\$4,865
Missions	106,679	97,782	93,758	102,330	105,948	115,005	91,600	(\$14,348)
Confirmation, Youth and Children's Ministries	9,911	14,813	15,131	16,240	15,872	16,350	17,325	\$1,453
Pastoral Care	772	1,000	2,596	2,589	3,055	3,100	2,800	(\$255)
Membership	1,384	954	1,566	689	705	2,000	1,000	\$295
Adult Education	1,234	1,574	805	1,558	1,113	1,550	700	(\$413)
Services & Sacraments	103	191	200	543	2,251	1,700	2,500	\$249
Fellowship	450	(39)	786	527	612	700	700	\$88
Music	29,052	22,692	19,204	26,363	26,659	26,585	24,260	(\$2,399)
Stewardship	1,862	2,303	3,701	3,742	1,705	3,400	2,175	\$470
General and Administrative	105,890	93,526	123,005	124,081	129,970	128,500	131,000	\$1,030
Properties	105,350	175,639	165,034	176,280	191,802	148,000	168,000	(\$23,802)
Pageant	0	0	0	0	0	0	0	\$0
Expenses other than Salary, Benefits and Taxes:	\$371,424	\$420,435	\$436,293	\$468,302	\$489,078	\$462,140	\$456,310	(\$32,768)
Total Expenses	\$1,033,611	\$1,121,900	\$1,205,016	\$1,301,437	\$1,371,370	\$1,345,835	\$1,358,384	(\$12,985)
Net Income (Deficit) from Operations	(\$27,513)	(\$95,001)	(\$104,043)	(\$94,485)	(\$137,797)	(\$131,793)	(\$154,999)	(\$17,202)
Capital Reserve Fund Contribution	0	0	(60,000)	(18,600)	0	0	0	0
Net Income (Deficit) after Capital Reserve Fund Contribution	(\$27,513)	(\$95,001)	(\$164,043)	(\$113,085)	(\$137,797)	(\$131,793)	(\$154,999)	(\$17,202)
Capital Reserve Fund								
Beginning Capital Reserve Fund	\$228,386	\$132,041	\$86,627	\$135,377	\$91,756	\$91,756	\$22,641	
Contributions	0	0	60,000	18,600	0	0	0	
Expenses	(94,345)	(45,414)	(11,250)	(62,221)	(69,114)	0	(22,641)	
Ending Capital Reserve Fund	\$132,041	\$86,627	\$135,377	\$91,756	\$22,641	\$91,756	\$0	
Year-End Unrestricted Funds (4310)	\$0	\$1,592,029	\$634,132	\$584,159	\$560,866		\$405,867	

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SENIOR PASTOR ANNUAL REPORT

Glenview Community Church, United Church of Christ
May 21, 2017

In this past year Glenview Community Church (GCC) celebrated its 75th anniversary. We began that celebration over a year ago with Decades Sunday on Second Easter – a service that lifted up the music of the decades of GCC from the 1940's through the 2010's. The celebration included publications, historical displays, ornaments, special services, a remarkable concert and the anniversary service on October 2, 2016. It's been quite a year! Many thanks to the 75th Anniversary Committee for their devoted and creative work!

The 75th anniversary was a powerful reminder of where we've come from; of where we've been. In that history most profoundly for me is the enduring braid of three themes: progressivism, relevance and responsiveness. In just a handful of months after he began his ministry at the Glenview Congregational Church, the Rev. Robert Edgar convinced that church to vote itself out of existence so that its former members could charter the Glenview Community Church: an inclusive faith community that would welcome people from all Christian perspectives and expressions. And it worked! In less than 20 years a little congregation of 125 members grew into a mega church of 3,000 members! Unburdened by history and tradition, GCC was a church that looked boldly to the future. It was a dynamic movement led by a charismatic minister.

But movements don't last unless they become institutions. And the very stability of institutions that secures them makes them ponderous and mitigates against the very lightness of foot that energizes new movements. So, nineteen years after Bob Edgar kindled a revolution named GCC, he and his three ministerial colleagues all resigned in the span of three months. Change had yielded its primacy to status quo. Maybe you've heard the two quips below:

How many church members does it take to change a light bulb?
Change??? My grandfather installed that light bulb!!!

What are the seven last words of the church?
We've never done it that way before!

There's some humor in these quips, especially for those of us who spend a good deal of time around the church. And, like any good joke, what makes them funny is that there's more than a hint of truth in them.

Just now, GCC is facing change on four significant fronts. First, with the help of Havey and Associates, the *Forward in Faith* Committee led a campaign that raised \$3.8 million to make our building more sound, accessible, and conducive to modern ministry. Even adjusted for inflation, that's more money than GCC has ever raised in its 75-year history. What an accomplishment! Now the Construction Committee is working diligently to produce a plan to present to the congregation for a capital project that does not exceed the

financial capacity of *Forward in Faith*. The Construction Committee has identified three essential components for the plan it will develop: accessibility, community, and infrastructure. That's a delicate balance. And, in arriving at that balance, it's no surprise that emotions run high because of change.

Why would we change a building that has served us well for decades, especially when it needs so much maintenance? We've done without accessibility and open gathering space on the main level for years. We don't need this for ourselves.

The challenge of change sometimes makes it difficult to remember that our culture has changed dramatically since our building was built...that today's culture has much different needs and expectations for a church building than it did when the last major portion of our facility was built in 1959. On the other hand, a number of you have made significant financial commitments because you are inspired and motivated by the master plan that TKWA has produced. Add to that the vision that we are building not for today and for our current church family, but for tomorrow and for those who will come after us. It can be very unsettling.

The second major focus of change is our proposed governance structure that's set forth in the proposed interim constitution and bylaws. The spectre of change in this organizational overhaul is much the same as it is in our facility overhaul. The new proposal is unfamiliar and hard to understand, even though the complexities and contradictions of the current familiar structure confuse many of us, including me! The truth is that, like our building, the current structure isn't working well. It is focused on institutional maintenance rather than imaginative ministry in an era when church members are much more engaged by the hands-on work of God's love than they are by meetings where we approve minutes and make decisions about what other people ought to be doing. It can be very unsettling.

The third major focus of change is our stewardship support of GCC's ongoing Message, Ministries and Mission. Over the course of a number of years, GCC has experienced decline and suppression in this area of giving. Many issues have been identified as the causes for this decline and suppression, from employment changes, to a hurtful or offensive experience, to personality conflicts, to fundamental theological disagreements. However, the result is that our median and average pledges are the smallest for any church in metropolitan Chicago like ours with similar characteristics, settings, and income levels as is GCC. The change we need is to make our stewardship resources match the high expectations we have for GCC; not just for maintenance, but for growth. Changing this culture of scarcity to a culture of abundance can be very unsettling.

Besides our facility, our governance, and our stewardship, there's one more crucial change that GCC is facing and embracing; maybe the most crucial of all. That change involves GCC's culture; a culture that is, at times, burdened by factionalism, suspicion and mistrust. Many churches and other organizations suffer from this undercurrent of an angry *them vs. us* perspective that is often energized by an overwhelming sense of loss.

In the church, the suspicion and mistrust in this culture sometimes focuses on the clergy. I urge you *to* talk to Elizabeth, Pam and me rather than about us! If we do that, this unhealthy behavior rumor and innuendo will yield to honesty and care. This is especially personal for me, not only because I am directly involved, but because Pam and Elizabeth are the finest and most gifted pastoral colleagues I've ever been blessed to work with. But they're not the only ones! In Gary Wendt, Guillermo Muñoz Küster and Debby Shellard we are blessed with the most extraordinarily talented Music Ministry staff possible. And Tania McCarthy, Susan Woodsome, Dale Wittenberg, Jeff Thompson, Krys Lezon, Miguel DelRio, Gabriel Berumen, Chris Calandra, Denise Morgan, Marcia Kiraly, Julie Evans, Debbie Berg and the GCCNS faculty each fill me with great hope for GCC!

I say this, overwhelmingly grateful for the amazing spirit of love and compassion at GCC that is so evident in the visible church that we experience each week in worship and fellowship, in study and play, in Christian compassion and outreach. In order to answer a question I was recently asked, I reviewed the 2015 statistics for the Illinois Conference of the United Church of Christ (the northern two thirds of the state). In that review I discovered that GCC's outreach giving of \$202,500 is the largest of any congregation in the Illinois Conference, with the outreach giving of the congregation next on the list at \$144,000. What an amazing witness to God's love!

This loving spirit of compassion, concern and community is the spirit we need to magnify, grow and enable through the changes that are before us. This spirit is incarnate in the elected leadership of GCC. The chairs, vice chairs and members of our boards give of themselves freely and selflessly. Our *Forward in Faith* and Construction Committees, as well as our Governance Task Force, are opening and shaping the possibilities of our future for us. And the Officers of the church (Dave Aki and Chris Clark, Treasurers; Bob McGee and Cathy Shapiro, Clerks; Doug Morgan, Past Moderator; and Gretchen Grad, Vice Moderator) have blessed me and GCC with wisdom, strength, and true Christian dedication. Finally, I simply can't quantify my appreciation, or the hours of heartfelt labor and love that our Moderator, Nancy Mullarkey, has freely invested in GCC in the past year. Through a year of excitement, celebration, change and challenge, Nancy has become my dear friend. Her leadership is exemplary!

I recently learned a quote from Mac Crummer of CityGate Church in Stratford, Ontario. Here it is:

Don't be afraid of change. Be afraid of not changing.

Lay Mac Crummer's quote alongside this quote from Hebrews 13:

Jesus Christ is the same yesterday and today and forever.

My greatest hope is that GCC will continue to move from resistance to embrace, from pitfall to possibility, from danger to opportunity, and from fear to faith as we live into the

changes we are blessed to consider...changes that will allow us to more fully and vitally make God's love real in the world today...always rooted and grounded in the confidence that our unchanging is Jesus Christ and His love.

Faithfully,

Chuck

Rev. Charles E. Mize, D.Min.
Senior Pastor

Rev. Dr. Pam Keckler, Pastor

Confirmation Program

I glanced at my “new books pile” on my nightstand. It is getting higher each month, which means I have lots of reading to do this summer! On top of the pile is Anne Lamott’s, *Small Victories – Spotting Improbable Moments of Grace*. Her title caught my attention. I started thinking about the small victories of this past year and when I experienced God’s grace and love at work.

I thought about the confirmands, who demand much of my attention. They often catch me off guard in both positive and negative ways with the inconsistencies of “middle youth”. But they push me to think more seriously about my faith as they grapple with their own spiritual journey and where it will take them. Having 23 confirmands join us this year is a victory in itself, especially when many churches have only a couple of confirmands annually.

Having watched one of the 8th grade classes continually create various means of support for their classmate who couldn’t attend this past year was a moment of grace. This class of all boys prepared a couple of home meals, ran a bake sale for gift cards, and took notes each week on what they learned and wanted to share. And for the full class of confirmands it’s been a year of prayers, service work, and preparing for full church membership.

Ministries I Led

Some of my major projects this past year included:

- Helping with the capital campaign
- Planning our time with Rev. Dr. John Dorhauer, the General Minister and President of the United Church of Christ, in his weekend visit.
- Planning various leadership retreats and gatherings
- Reworking the usher program and recruiting a new Chief Usher, Bill Roenitz. I write usher notes each week with instructions/details for the worship service
- Co-leading with Rev. Dale the Women’s Retreat entitled, *Making the Most of Our Lives*
- Working with Called to Care and Adult Ed Board in helping to lead the Lenten series of the book *When Breath Becomes Air*
- Co-leading a Passover Seder for Maundy Thursday with Rev. Dale and 8th grade confirmands and teachers where the congregation got to experience the origins of the Last Supper. We had 70 participants.
- Helping to revise the Communion Procedures for Services/Sacrament Board with Denny Jorgensen.

- Mailing Lenten Devotionals to several homebound members and long distance members

Work in the Wider Church – Association/Conference/National UCC

Each month I attend an all-day meeting for the Chicago Metropolitan Association Church and Ministry Committee. It is intensive but important work as we meet and guide “Members in Discernment” in a 2-year period of study, reflection, and decision-making about their path for ordained ministry. We also interview new ministers seeking “standing” (official recognition in the Illinois Conference of the UCC), and support churches who may need help. This summer I am a delegate for the UCC General Synod (biannual national business meeting for the denomination) that will meet for 5 days in Baltimore.

Thank You

I want to thank Rev. Chuck Mize for caring about the church and staff. I am grateful for his leadership and vision, his empathy for others, and his love of God. We are also fortunate to have a fun and creative staff! I appreciate our moderators and officers who have given tirelessly this past year, along with other volunteers. Thank you!

Looking Back...

I am grateful thinking back to June 5, 2016 celebrating my 25th ordination anniversary and my 20th anniversary of ministry with Glenview Community Church. It was so special to have my extended family present, and I continue to appreciate the well wishes and the gifts and cards from the congregation.

As we give thanks for the past 75 years, I have found some interesting clues from our past. Consider this excerpt from the structure and description of some GCC Standing Committees from 1959, including:

1. **Carpenters Committee** – *over 100 men have a monthly supper meeting and study ways of applying the teachings of Jesus while working at their jobs.*
2. **Christian Action Committee** – *what can be done to help persons to achieve a Christian attitude toward social issues.*
3. **FACS Study** – *about Family life and Spiritual Life*
4. **Foundation Committee** – *to help families or individuals who temporarily “are down on their luck.” Will attempt to give counseling and spiritual help as well as material help. Its funds are made available from contributions and its work is done anonymously.”*

5. **Christian Growth Groups** - such as Lenten series and their desire to start new groups.
6. **New Projects Committee** – search out new projects, coordinate them, and determine whether they can be used to practical advantage. A research group. Going through the church files about the work, interests, skills, hobbies of family members.
7. **Retreat and Family Camp Committee** – Men’s retreat, Couples’ retreats, Family Camp
8. **Sportsmen Committee** – interested in the out-of-doors; meet 5-6 times a year
9. **Sunday Morning Club** – Men’s spiritual study group which discusses religion on Sunday morning
10. **University of Life Committee** –practical help in family life and personal spiritual growth

You'll notice how some of the ministry goals sound familiar, and yet some of the language and expression is definitely from another age!

These committees were creative and bold, for their time, but eventually gave way to a new expression for the needs of a new time. I pray that we continue to follow the best impulses of our past -- to be attuned to the calling of God for our time and for the future to come.

Let's bring our hearts, minds, spirit, and discernment to determine how best to serve the needs of Glenview Community Church and the world.

Rev. Pam Keckler

1 Corinthians 12:12-13 Common English Bible (CEB)

12 Christ is just like the human body—a body is a unit and has many parts; and all the parts of the body are one body, even though there are many. 13 We were all baptized by one Spirit into one body, whether Jew or Greek, or slave or free, and we all were given one Spirit to drink.

There are many moving parts to children and youth ministry. I have been considering the above scripture a lot as I reflect on our year together supporting the faith formation of our children and youth.

Children's Ministry

We have seen a slight increase in regular involvement in church school. We have a larger "pre-school 3" class this year. There is great energy in our preschool program. There are 20 teachers composing 8 classes. The 5th and 6th grade this year saw a change in format and both the teachers and the students are enjoying it. The number of active children this year is 90 and that is up from 80 last year. This does not include visitors and other children who come a little less often. The teachers and board have worked hard to welcome families and acclimate visitors to GCC's Children Ministry FISH meets from 4:00 – 5:15 on Wednesdays. We have also seen an increase in numbers. There have been 20 children active and 6 adults that assist with this mid-week program. This is a vibrant program. The children learn about the Bible and then have time for fellowship. Once a month the children and families and other church members share an intergenerational meal.

This was the first year GCC had it's own Vacation Bible School. It was a lot of fun with the culmination on VBS Sunday. We had 40 children participate in VBS. We saw children that we do not see during the regular program year that have families that belong to GCC. We also had some visiting children and of course the regulars. I am looking forward to next year's VBS.

Youth Ministry

Our theme this year selected by our youth leaders, "Acceptance" had led us on a journey of reflection and discovery. We really spent time thinking about how we include and exclude others and what God calls us to do by loving our neighbor. This year we went through several parables as well as other scriptures. The youth made many memories this year playing "sardines," having fun in the gym, playing board games, eating, and getting into philosophical debates. We have about 60 active youth and 7 of those are from Holy Trinity.

We had 24 active youth coming each week for 678 Club and POW. This group meets from 5:30-7:30 on Wednesday nights. This winter and spring we had a sign-up for parents to sponsor or make dinner. Some parents teamed up to provide dinner for these young people. This allowed the parents to be involved with their children and then provide support to the 3 adults plus myself that run the small groups at the end of the evening.

There are a couple of smaller groups that meet for a few weeks at a time and then take breaks. One is the 12th grade dinner. These dinners are a way that the seniors come together and talk about college and connect with each other differently. Mostly, they are concerned with transition and we talk about what it means to be an 18 year-old and away from home.

PYF Singers is another group of about 8. They meet on days and weeks when their school music schedule allows them too. I sit and listen to them teach each other music, assign parts (making sure everyone gets a chance for a solo that wants one). Sometimes their practices are full of them sharing their week with me. We reach out to Gary when they need help. We are grateful for Gary's support.

Retreats and Trips

7-12th grade August Tower Hill Retreat: This year we had 51 youth from 7th to 12th grade participate. The numbers were evenly divided among the grade levels. This retreat allows the high schoolers to model the importance of faith and a strong church community as an important part of the adolescent journey.

Intergenerational Retreat: We had about 50 people attend this new Labor Day tradition. The age range was 3-92. All had a wonderful time considering the "Woman at the Well" and then working on a service project together and of course enjoying the lake. The church is one of the few places left in our society that provides a true intergenerational experience. We need to have more of these and this retreat is an example why they are so important.

The high school only, PYF, Fall Retreat was filled with laughter, joy, tears and the Holy Spirit. We took some of Jesus' healing stories and then reflected on what they might teach us today. Or even how we might see healing at work in joys and tragedies of today's world. We looked at Time magazine's 100 best photos of 2015. There were 25 youth and 4 adults.

The "Winter Trip" had 30 youth and 5 adults. This is a great after finals release of energy. The youth spend one day at Cascade Mt and that evening and the next day at the Kalahari. This trip gives the youth an informal way to interact with each other and adults. It also gives a chance to figure out how to spend "free" time. This trip we considered the song "It's the End of the World as We Know It" and Ephesians 6:10-17. Endings can bring us new beginnings.

At the Confirmation Retreat each year the high schoolers lead the Friday night activities. The last two years I have spent the night so I could meet and read some of the confirmation papers. It is always a joy to listen to the high schoolers get excited about who might come to PYF next year. We all consider how there is always a fresh start in God's love.

The PYF Mission Trip last year to Logan, WV was a lot of fun. It was a growing experience for all of us and challenged us to think about the importance of communication. How we say things, why we say things and the importance of listening. We had 37 youth and 8 adults. We had a surge of graduating 8th graders attending that we normally do not see. The freshman class continues to attend PYF on a more regular bases than their predecessors.

Curriculum

Service projects are an active part of our curriculum for the k-12th graders. The grade school children assembled Easter bags, snack mix and new mother bags. The high schoolers lead a book drive and delivered the books to Bernie's Books. The high schoolers collected 1200 plus books. They also assembled hygiene kits, and trail mix for The Night Ministry. The Wednesday night youth group served the church. They stuffed stewardship envelopes and recycled some of the Easter Lilies.

The church school has undergone a curriculum and format shift. We have discovered a curriculum that is easier for the teachers to use and for the children to retain the information. I remember one Sunday when the children remembered the word transfiguration and was pretty darn impressed. The entire pre-school 3 to 6th grade is using a version of this curriculum. The Pre-School 3s – 4th grade uses a curriculum that is lectionary based. The 5th and 6th graders are worked their way through part of the Old Testament during year one and then part of the New Testament year 2. This year was an Old Testament year.

The Sunday night high school curriculum also shifted. I had been using a pre-done curriculum and adapting it to fit our curricular needs but last year it wasn't very good. This year I started with a new one I had found but it just didn't fit. The youth didn't like it that much either. The adult leaders and the youth seem to do better with curriculum that I write. This past year we went through the parables. The parables gave us a good foundational knowledge. I am in the midst of developing a five-year cycle.

Something New

This year Holy Trinity Lutheran Church's Pastor approached me to see if they could join us on our annual Mission Trip. We met for coffee and talked about what that would mean and look like. They have since participated with us in PYF. Pastor Chris comes each week to act as one of our adult leaders and their youth have brought energy and also GCC youth that have found familiar faces among the Holy Trinity Youth. I look forward to building on this ecumenical relationship.

This past year was indeed a transitional year for me in my personal life. With the sojourn of my family through the sudden illness and death of my father, relocating my mother and brother (with autism) to a home in a new city after 33 years, and now taking on continued tasks of long-distance care and maintenance, I have experienced intensely many of the issues that I have supported and guided families through for years.

Because of this, and having been on the receiving end of much profound congregational care and support, my understanding of my ministry has deepened and broadened.

I have continued to assist individual families that are at various stages of the care and end-of-life journeys, helping them to ask new questions and encouraging even more far-reaching conversations about what is possible/needed not just for the person who is ill, but also for other family members offering care. Whether in home, hospital, or rehab visits it has been important to champion members in transition in their own lives as well as to connect them with needed education or resources in the larger Glenview community.

The Called to Care team first read the book, *When Breath Becomes Air*, and then recommended it to the Adult Ed board for an all church Lenten experience. We also used that as the backdrop for our GCC Women's Retreat. Out of the conversations that surrounded those experiences we have collected pages of additional questions and issues that arose for members. Many topics have been requested for additional seminars, resources or discussion groups.

The Pastoral Care Board has not been requested to host memorial receptions in the past year, but has assumed the responsibility for the 60+ luncheons and program, and that has moved back to a fellowship experience. The members of the PCB also faithfully deliver a weekly reminder of the congregation's care and concern while delivering the altar flowers to someone who is ill, or homebound, or grieving. They have also organized the delivery of poinsettia and lilies as holiday season remembrances.

With whatever structure the congregation chooses for moving into its next phase of life, I look forward to partnering with attentive members to further expand GCC's ministries of compassion and support.

THE SPIRITUAL LIFE TEAM PROGRAM AT GLENVIEW COMMUNITY CHURCH IS GROWING!

Our Program: We now have **TEN** spiritual life teams; **OVER SEVENTY** people are in the program. **Two** more teams are waiting to begin AND I will initiate a **Spiritual Life Team Leadership Training Program** later in 2017 to train others to lead new Spiritual Life Teams in 2018!

Our Goal: To Have at least *One Hundred People* involved in this program by early 2018.

Our Mission: To Bring Spirit to Life at GCC; To Be a Spiritual Destination for people looking for a church connection! To Build Spiritual Connections in the community around GCC.

Our Agenda: To create spiritual connections between people through shared prayer; shared God experiences and shared understanding of the constant presence of God for ALL people. The universality of spiritual experience creates an environment where spiritual connections can express the commonality of our God experiences and also celebrate and honor our differences. Teams grow Spirit!

The Spiritual Life Teams build spiritual connections at GCC through "Spiritual Life Team Sunday" where the teams share the worship experience through scripture readings, prayer and shared God experiences.

For the first time, on June 25th, all the Teams will meet together, after church, to celebrate their mission at GCC.

The Spiritual Life Team Program is designed for the development of "Lay Spiritual Leadership" in any religious community. It has been in operation for ten years with powerful and lasting results. GCC has become a leader in Spiritual Life Development in the UCC.

Rev. Bobbie McKay, Ph.D.



Glenview Community Church Nursery School

1000 ELM STREET • GLENVIEW, ILLINOIS 60025-2897 • (847) 729-1440



May 2017

ANNUAL REPORT

1. Board members, 2016-2017

- I. Chair- CAROL HABEL
- II. Vice Chair- SUSAN JOHNS
- III. Member-at-Large- KATE HEREDIA

2. Our Ministries, describe our Board ministries

Glenview Community Church Nursery School ("GCCNS") is a ministry of Glenview Community Church (GCC). It is a developmental, non-sectarian, not-for-profit preschool. GCCNS respects all beliefs and welcomes all races, cultures and creeds. Opportunities are provided for each child to grow socially, emotionally, and intellectually at his or her own rate. The program's nurturing environment promotes each individual's sense of self-esteem and physical well-being. GCCNS strives to develop an alliance among the families, the director, the staff, and the educational community, and to create a sense of mutual respect and cooperation.

The mission of the GCCNS Board is to assist the GCCNS Director and Staff in providing our children the opportunity to grow socially, emotionally, cognitively and physically through operational support and funding to maximize school functions, enrollment and programs.

3. Activities and Events Supporting Our Ministries, summarize activities we did to support/strengthen our ministries

The following activities are those activities that included the whole family or parents outside of the school day.

August

- FAMILY CONNECTIONS
 - New Families & Mentors Picnic at John's Park
 - New Family Playground Day
 - Parent Orientation



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September

- FAMILY CONNECTIONS & FUND-RAISING
 - "Run Back to School"
 - Event's Fair
- PHILANTHROPY
 - Reach Out for Reading

October

- FAMILY CONNECTIONS
 - Dad's Golf Scramble
 - Open House
 - Parents of Preschoolers (Parent Education)
- FAMILY CONNECTIONS & FUND-RAISING
 - Fall Fun Fair
- FUND-RAISING
 - Scholastic Book orders throughout the year
 - Heinen's reward program throughout the year
- PHILANTHROPY
 - Reach Out for Reading

November

- FUND-RAISING
 - Original Works (Child's artwork fired onto coffee cups, etc.)
- PHILANTHROPY
 - Reach Out for Reading

December

- FAMILY CONNECTIONS
 - Holiday Family Sing-a-long
- FUND-RAISING
 - Holiday Boutique
- PHILANTHROPY
 - Reach Out for Reading

January

- FAMILY CONNECTIONS
 - Dad's Day
 - Registration Open House
 - Parents of Preschoolers (Parent Education)
- PHILANTHROPY
 - Reach Out for Reading



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February

- FAMILY CONNECTIONS
 - Family Ski Trip
 - Mom's Day
 - Parent's Night Out
 - Parents of Preschoolers
- PHILANTHROPY
 - Reach Out for Reading

March

- FUND-RAISING
 - Annual Benefit
- PHILANTHROPY
 - Reach Out for Reading

April

- FAMILY CONNECTIONS
 - Family Festivals
 - Parents of Preschoolers
 - Mom's Night Out
- PHILANTHROPY
 - Reach Out for Reading

May

- FAMILY CONNECTIONS
 - Family Park & Picnic Days
 - Dad's Golf Outing
 - Just 2's End-of-Year Family Sing
 - "Walking over the Bridge" ceremony
 - End-of-Year "Parent's Night Out"
- PHILANTHROPY
 - Reach Out for Reading



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Programming

Our Preschool programming was exceptionally strong in 2016-2017 having 108 enrolled children, which is our maximum enrollment. We have had to add an afternoon class for the 2017-18 school year to accommodate growth. Afternoon classes are always difficult to fill. To date, with the addition of the new class, we have 106 children enrolled out of our 124 spots available. This school year marked our 5th year of our very popular Lunch/Enrichment program for the children. We offer 7 different Lunch/Enrichment classes for children. Our strong enrollment and enrichment program has sustained our budget along with an exceptionally strong fund-raising year.

4. **NEEDS for future years:**

- I. Safety and Security is a top priority. We work yearly with the Glenview Police Department, in-servicing our GCCNS staff on Lock-down Drills (Safety Drills) which will continue to be practiced yearly. Next year we will have a Safety Drill in the Fall and Spring; Fire Drills- 1 time per month and Tornado Drills- 2 in the Fall and 2 in the Spring. GCCNS added security through the installation of landline phones in each classroom as well as an added security door on the upper level. Enhancing security at the entrance to GCCNS via video capability is a goal for 2017-2018.
- II. With the growth of GCCNS, we are in need of more space within our secured space. If we had an extra classroom, I do believe our enrollment would be at capacity of 124 children. We hope to have conversations with GCC to address our future needs.

5. **Provide specific recommendations for next year's Board:**

- I. Chair- SUSAN JOHNS (in place)
- II. Vice Chair- MEREDITH ESTES (recommendation)
- III. Member-at-Large- In search of...

Respectfully submitted,
Marcia Kiraly
-Director

Annual Report, 2017

Gary Wendt, Minister for Music and Organist

Thank you for another incredible year of working together in GCC's music ministry. The 75th Anniversary provided opportunities for us to celebrate, worship and connect in some unique and exciting ways throughout the year. Some highlights from our year include:

Anniversary

- "Our Call" is a hymn commissioned of composer/conductor Paul Leddington Wright which we premiered in October. The refrain of this hymn has been used as a benediction response through the year.
- Our annual Hymn Fest, featuring brass ensemble and composer/conductor Paul Leddington Wright celebrated its 10th anniversary by being a worship service, as opposed to the traditional afternoon concert, celebrating the 75th anniversary in October. A choral anthem commissioned of Paul Leddington Wright was premiered at this worship service.
- "Fantasy-Sonata on 'Over the Rainbow'" is a multi-movement organ composition commissioned of composer Paul Ayres and was premiered in October.
- A "grand finale" concert was performed this past Saturday, May 13 by the Chancel Choir, a 40-piece orchestra and organ, and conducted brilliantly by Guillermo Muñoz Küster. Lobgesang by Felix Mendelssohn and Organ Concerto No. 1 by Alexandre Guilmant were the featured works. We had an enthusiastic audience of 350 people!
- SPECIAL THANKS to our "behind the scenes army" of volunteers who:
 - created databases of former choir members and other community singers to invite to join us through the year for the events.
 - generated some impressive publicity. Thanks to Sheryl Long for her tireless efforts here.
 - set up, took down, set up, took down again all of the staging for the various events. Thanks to Doug Hively who took over organizing our "stage crew" from Ed Detwiler this past year. Thanks to the men's ministry for joining our ranks!

Worship - in addition to anniversary-related events:

- The Joyful Ringers played monthly a wide variety of repertoire, and were featured guests at a concert in Des Plaines in March. After 12 years of growth as a group, we experienced the loss of one of our members last month to a move south. We currently still have one "position" open for a full time ringer!
- The Pilgrim Wind Quartet, as well as our other instrumentalists, played more regularly this past year. We are blessed to have such tremendous musicians whose commitment to playing for worship continues to grow.

- The Times They Are A-Changin' (aka "Bob Dylan Sunday"). Our 3rd annual post-Easter Sunday inspired by secular/popular music was incredibly well-received, offering a unique worship experience for all.

Simple Gifts Concert Series

Did you know...

...Over 1500 people attended our concerts this season?

...Around \$10,000 of donations and ticket sales for these concerts went to various charities?

These are incredible statistics for a church concert series. Way to go, team! If you haven't attended a concert at GCC, you are missing out on one of our greatest outreach programs. Thanks to the Music Board and associated ambassadors and ushers for their help with our concerts this year. One more coming up - Organ Walk 6 on June 4!

Summer Music

Featuring a variety of vocalists and instrumentalists from GCC, music during the summer also included a combined bell choir from GCC and St. Davids who played the prelude at St. David's at 9:30, then zoomed to GCC to play the 10:00 prelude here. Kudos and thanks to all of our musician volunteers who return during the summer!

Summer Music Institute

Thanks to the generosity of The Nutting Fund, a project 3 years in the making is coming to fruition this summer. A Music Institute, to support the development of church musicianship, will kick-off this June with a 3-session workshop focused on rehearsal and singing techniques for adults. This year our workshops will be under the umbrella of "Gospel Music." Be on the lookout for more information very soon!

www.gccmusic.org

Speaking of information, check out our music website for the latest happenings in the music ministry. It's a busy place with something going on almost every day! We would love to have you join us! Thanks to Jamie Chodoroff for taking over as webmaster!

Special thanks to our incredible music staff, Guillermo Muñoz Küster and Debby Shellard, for their dedication this past year! We are truly blessed to have such a team at GCC.

Respectfully submitted,

Gary Wendt

Glenview Community Church
Annual Report, May 2017

Guillermo Muñoz Küster
Director of Adult Choirs

The 75th Anniversary Year has been a busy and stimulating one for the Chancel Choir and music staff. Additionally, as I approach the end of my second year as Director of Adult Choirs, it has been my pleasure to get to know better and work with the members of the congregation, choir, ministry, and support staff.

The year started in high gear with preparations for Hymn Fest 10 in October with guest composer/conductor Paul Leddington Wright. This Hymn Fest included the premiere of an anthem, composed by Paul Leddington Wright and commissioned by alumni of GCC's Singing Stones Choir. Since then, the Chancel Choir has performed a diverse selection of anthems week after week, both a cappella and accompanied. During the Christmas season, the Chancel Choir participated in the annual pageant, collaborated with the Glenview Community Band in the "Toys for Tots" charity concert, and provided music for the late Christmas Eve service. For months, beginning in February, the music staff and volunteers prepared for the culminating event of the 75th Anniversary Year: a concert that featured two major works showcasing both our organist Gary Wendt and the Chancel Choir. The concert, which received a very warm reception, included the grand Symphony No. 1 for Organ and Orchestra by Alexandre Guilmant and the *Lobgesang (Hymn of Praise)* by Felix Mendelssohn—both works were accompanied by a wonderful orchestra that also included members of the congregation. The concert also drew singers from the community to join the choir for this event.

The Chancel Choir continually rises to the challenge of learning new, unfamiliar music of varying levels of difficulty, and we do this with dedication to our purpose as contributors to the worship experience at GCC. The Anniversary Year has been full of projects and wonderful music-making and we are enthusiastically awaiting what lies ahead for us.

Respectfully submitted,

Guillermo Muñoz Küster

Year in Review from Children's Choir Director 2017

This year has been an exciting year for students in the Children's Choirs at GCC. Voices of GCC had 25 participants in 3rd – 8th grade and began the year on Rally Sunday. Primary Choir had 15 students ranging from Kindergarten through 2nd grade and learned how to sing as a choir in church. Voices participated in worship service 6 times this year including Hymnfest Sunday, Pageant and Christmas Eve. Voices of GCC and Primary Choir joined forces to present Once Upon a Parable on Good Friday. Both groups met weekly throughout the year in Room 201. I also continued to sing weekly with the 3 and 4 year olds during worship. They will be sharing a few songs on June 4th during worship. This is my 15th year as the Children's choir Director bringing music to children at GCC.

Debby Shellard

Annual Report Facilities Operation

May 2017

It has been a quite year in the Facilities department. Many building projects are either underway or in the planning stages.

Completed Projects

- 1) Exterior fascia was painted by Castino Painting.
- 2) Added a battery back up to our sump pump system under the Mayflower Stage.

Potential 2016 Projects

Here are a few items that we are getting bids on or have already received bid for and are awaiting approval.

I have received pricing to replace all of the flat roofs at GCC.

I have received pricing to seal the asphalt parking lot and front circle drive.

With the construction project coming soon many of the repairs are on hold till we finalize the project.

Jeff Thompson

Facility Manager

GLENVIEW COMMUNITY CHURCH
CHURCH BOARD YEAR-END REPORT

MODERATOR

Nancy Mullarkey

Serving you as your moderator in GCC's 75th anniversary year has been a humbling honor. Thank you to the staff, Spiritual Council, special committees and task forces, and many volunteers who have made GCC's 75th year one of achieving new heights. We are known as a vibrant church in Glenview and beyond, and this year showed why.

We honored our history with a fantastic slide show and photo display of joyful days that many of our current members did not experience. It was so much fun to try to identify my adult friends as confirmands and Church School participants! A mission fair brought together many of the hardworking organizations supported by GCC's stewardship so we could learn about their valuable work in delivering God's love to all people. Amazing music celebrated God's blessings on this church. Music in worship ranged from heart pounding classical to Bob Dylan, and our own new hymn that describes what we do here and in the world now closes our Sunday worship. Beyond that, we shared our joy with the larger community. The July 4th concert on the lawn reminded our neighbors that we are Alive at 75. The Concert for Peace brought believers of many faiths together to play, sing, and enjoy the fellowship of being transported together in an hour of joyful peace. The amazing, "All that has Life and Breath Sing to the Lord" concert thrilled a large audience with its beauty and message. Many thanks to the Anniversary Committee, Mission Outreach Board, and the Music Board and Ministers, musicians and singers for these wonderful anniversary gifts to GCC and our community.

The Forward in Faith Campaign resulted in the largest pledge to capital in the history of GCC. A small army of dedicated volunteers met with, called, and corresponded with members of the congregation to raise \$3.8 million in pledges to renovate and restore our historic building. Many donors were excited by proposed plan's improvements in mobility and community space, while others are more committed to taking on the infrastructure issues that result, in some cases, from the age of the building and systems, and in others from the lack of annual funds for routine maintenance. The Construction Committee and the Congregation will need to be creative and future oriented in order to attain the best outcome for GCC to go Forward in Faith in our changing world.

Our stewardship campaign carried on until last week, and more pledges will be welcomed at any time. The continued campaign resulted in an increase of \$124,400 in pledges and special gifts, for a total of \$968,200 for 2017. Although this increase is gratifying, we must note that the increase came primarily from a small number of

people who love this church and responded generously to keep GCC's message, ministry and mission of making God's love real to all people strong in Glenview and the world beyond. Many thanks to those who worked hard to increase our funding, and especially to those who were able to and responded to the call. The pastors and Finance Board took a sharp pencil to the budget also. The budget that the Spiritual Council recommends to the Congregation has a deficit of \$155,000 to be drawn from unrestricted reserves. There are always assumptions required in a budget, and the congregation should know that the assumptions in this one are conservative enough to cause hope that the deficit will be smaller than projected.

Working with the Governance Task Force over the last two years has been a rewarding governance structure to meet the spiritual needs of an increasingly secular society. Rarely of one mind on almost any particular provision of the proposed structure and Interim Constitution and Bylaws, the task force modeled the behavior of disagreeing without being disagreeable in order to reach consensus. We bonded over our common goal in a way that we can only hope that members of our congregation can bond in GCC's common mission of sharing God's love with all people. The proposed structure is intended to encourage more satisfying opportunities for volunteerism, and a key goal is to shift the representation on the Spiritual Council from representing particular demographic groups to representing the ministries that strive to discern, plan and carry out GCC's mission. I hope that the Congregation will vote to allow a two-year period of trying out and perfecting this new structure so that in 2019, we will have a Constitution and Bylaws that suits our important and historic church in an evolving culture.

I close my year as your moderator grateful for the opportunity to walk this faith journey with amazing pastors and church friends. Thank you to all who have joined me in prayers for this church to unite to meet the future with faithful plans for sharing God's love. I hope that you will continue those prayers. Remember: You are the light of the world!

GLENVIEW COMMUNITY CHURCH
CHURCH BOARD YEAR-END REPORT
(E-MAIL TO: CSHAPIOEDITOR@GMAIL.COM BY MAY 15)

BOARD NAME: ADULT ED. CHAIR NAME: KATHIE WILSON

BOARD MEMBERS:

Chris Calandra, Nick Bubnovich, Mary Ann Peruchini, Kelly Golding.

OUR MINISTRIES:

Offer opportunities for adult education.

ACTIVITIES AND EVENTS SUPPORTING OUR MINISTRIES:

Common Ground monthly programs.

Sunday morning programs highlighting 75th Anniversary in September.

Offered Lenten study book "When Breath Becomes Air" (with Call To Care team)

Presented Fr. Pflieger's address to CMA/UCC (with Faith in Action team)

GCC Library

RECOMMENDATIONS FOR NEXT YEAR

CONTINUE COMMON GROUND MONTHLY PROGRAMS

EXPAND SPIRITUAL LIFE TEAMS

PURCHASE ADDITIONAL BOOKS FOR LIBRARY

GLENVIEW COMMUNITY CHURCH
CHURCH BOARD YEAR-END REPORT
(E-MAIL TO: CSHAPIOEDITOR@GMAIL.COM BY MAY 15)

BOARD NAME: Children's Board

CHAIR NAME: Brian Healy

BOARD MEMBERS:

A big thank you to all of the board members for their hard work throughout the year. In order, they are: Mike Call, Jessica Greve, Heidi Hupe, Holly Hyla, Sara McSpendon, Libby Peschke, John Scott, Lumi Stutz, and Sara Veit. Also much appreciation to Elizabeth Ciccolini

OUR MINISTRIES:

Throughout the year, this board supported multiple events and ministries associated with the various functions attended by the Children in the church. These ministries include:

- VBS
- Church School
- FISH
- Church Retreat
- Easter Giving
- Church Retreat
- Rally Day
- Easter Sunday
- Family Fun and Pizza
- 4th of July Parade

ACTIVITIES AND EVENTS SUPPORTING OUR MINISTRIES:

We had an extremely busy year. It started with planning for Rally Day and working with Chapter 11 to fund the ponies and the bounce house. Then it was pulling together photos and the slideshow for the 75th Anniversary presentation in the Mayflower room. *note: Thanks to Meredith Estes for her help with this!

Throughout the year it was supporting activities for Church School and FISH. We ended up hosting four Family Fun and Pizza events throughout the year. In January, we reorganized 201 to create a reading nook, moved out old furniture, and brought donations of toys for the room.

For Easter, we sponsored Family Promise, which is a family shelter in Evanston. The Children's Board coordinated with the Church School teachers to gather donations for families that are in shelter during the holiday. The children made Easter bags of goodies that were donated to the children. Boxes of food were donated for families to have an Easter meal (ham, vegetables, bread, sweet potatoes, pie, etc.). And finally, we were able to gather donations of new socks and underwear for both children and adults – in total over 380 pairs!

But the fun doesn't end with the summer. The board will continue as we plan out the support for the 4th of July parade, and we work on planning the annual Church retreat over Labor Day weekend.

RECOMMENDATIONS FOR NEXT YEAR

As we transition into the new governance structure, the current Children's Board activities will be spread across multiple ministries. It will be key to have members of the current board continue to participate in all the activities to provide historical knowledge on the planning and work that went into making each one a success. The current board has volunteered to continue to work on many of the teams, which will be of great help to the new leaders.

GLENVIEW COMMUNITY CHURCH
CHURCH BOARD YEAR-END REPORT
(E-MAIL TO: CSHAPIROEDITOR@GMAIL.COM BY MAY 15)

BOARD NAME: YOUTH AND CONFIRMATION **CHAIR NAME:** JENNIFER NELSON

BOARD MEMBERS:

Karen Ornduff, Dale Grenolds, Becky Lothian, Kerri Noard, Laura McNeela, Val Anderson, Meredith Morgan, Stephanie Kunkel, Susan Shute, Julie Zylke

OUR MINISTRIES:

678 Club, Pilgrim Youth Fellowship (PYF), Confirmation, Night Ministry, POW

ACTIVITIES AND EVENTS SUPPORTING OUR MINISTRIES:

Night Ministry: New Mothers Kits, Hygiene Kits, Cookies, Stockings, Easter Bags, Trail Mix.

PYF: Fall, Winter retreats. Summer Mission Trip, Support PYF "Bernies Books " this year. Bi Weekly activities and snacks.

678: Wednesday meals and fellowship activities

Confirmation: Weekly snack sign ups, teacher gift/card, confirmation cards and HS graduation cards.

Fundraisers: Christmas tree sale in November, Chili cookoff and Auction (with Fellowship Board.

Crop Walk

Middle School Parent Talks- Drugs, other issues

High School Parent Talks- Drugs, Setting Boundries, other issues

RECOMMENDATIONS FOR NEXT YEAR

With any extra money we were thinking of a special outing for the kids. Ex... Pump it up, trampoline zone
- charge a nominal fee to the kids and pick up the balance- perhaps a Friday night.

GLENVIEW COMMUNITY CHURCH
CHURCH BOARD YEAR-END REPORT
(E-MAIL TO: cshapiroeditor@gmail.com)

BOARD NAME: FELLOWSHIP BOARD

CHAIR NAME: JoAnne Peters

BRIEF YEAR-END SUMMARY

Other than helping whenever and wherever we were asked;

- Coffee Hour was changed to Fellowship Time when we tried to get the servers to be more welcoming, and provide something to eat along with the beverages after each service.
- Discussed events such as progressive dinner, karaoke night, speakers, visiting the neighborhood when construction starts, pot-luck meet and greets as next year's events.

ACTIVITIES AND EVENTS SUPPORTING GCC's LONG RANGE GOALS AND OBJECTIVES

- I. Rally Day: Set up, served, cleaned up
- II. 75th Anniversary Reception: Set up, served, cleaned up
- III. Jeanie Bond held "learn to knit" events
- IV. Visit by the President of UCC: Set up, served, cleaned up
- V. Working hard to set up suggested guidelines for nut allergies, etc. for all GCC functions
- VI. Major role in running the Chili Cook-Off in conjunction with the Auction which helped with the youth mission trip: set up, provided corn bread, butter, sheet cakes, drinks, mini bowls for tasting, plastic spoons, paper napkins, cups, ballot boxes and winner's trophy.
- VII. Plans being made to hold an "All Aboard" lunch on June 11th after service, where we will ask people to sign-up to help by serving on boards, committees, etc. for next year.
- VIII. Planning on helping with Rally Day, 2017
- IX. Responsible for Fellowship Time, handling sign-ups and making sure all boards and committees served after three Sunday Services throughout the year.

GLENVIEW COMMUNITY CHURCH
CHURCH BOARD YEAR-END REPORT
(E-MAIL TO: CSHAPIROEDITOR@GMAIL.COM BY MAY 15)

BOARD NAME: Finance Board

CHAIR NAME: Matt Bauer

BOARD MEMBERS:

Let me start with a big thank you to all members of the finance board!

It was an interesting year at GCC.

One in which I'm thankful to our board for all their hard work in helping GCC have a stronger understanding of its current fiscal status as well as offering guidance and suggestions to improve our future.

To Nathan, Lindsey, Chris, Brian, George, Dave, Chris, Dale and of course Chuck, thanks for your contributions!

OUR MINISTRIES:

Finance board's main responsibilities are as follows:

- 1.) Review and approve monthly church financials
- 2.) Create, monitor, and update annual church budget
- 3.) Monitor church investment strategies
- 4.) Handle weekly church offering steward duties
- 5.) Review and Approve all other ministry monetary requests for over \$10,000

ACTIVITIES AND EVENTS SUPPORTING OUR MINISTRIES:

No specific activities per se regarding finance other than monthly meetings, discussing churches fiscal status.

RECOMMENDATIONS FOR NEXT YEAR

Finance Board made some great strides this year.

The idea of "kick the can" down the road, was put to the wayside.

Many thoughtful conversations were had both at the board level and through spiritual council regarding church finances.

My recommendations for next year as on a macro level, continue to look for ways to reduce our deficit, preserving our unrestricted bequests funds for as long as possible. This gives the church more flexibility in the future and prepares for potential "rainy days" to come.

I also would recommend a stronger look at employee insurance programs as it has been, to no one's fault, the most increased expense the church has seen over the last 7 years.

GLENVIEW COMMUNITY CHURCH
CHURCH BOARD YEAR-END REPORT

BOARD NAME: Membership Board

CHAIR NAME: Barbara B. Pollak

BOARD MEMBERS:

Holly Little, Scott Frerichs, Terry Adams, Jim Yagelski, Barbara Smith, Susan Edgar, Nancy Karth, Heather Cooper, Barbara Pollak

OUR MINISTRIES:

The primary purpose of the Membership Board is to provide welcome to visitors and others, especially to provide support and information to those joining GCC.

ACTIVITIES AND EVENTS SUPPORTING OUR MINISTRIES:

We engaged in visitor follow-up with personal notes. This year, we have staffed the visitors table both in the transept and narthex to give visitors information about GCC.

We continue to provide name tags for members.

We provide a New Member Class for those wishing to join GCC.

RECOMMENDATIONS FOR NEXT YEAR

The Membership Board will be a part of the Outreach Ministry. Certainly we should endeavor to make visitors welcome. Our goal should be to hope they will become members of GCC.

GLENVIEW COMMUNITY CHURCH
CHURCH BOARD YEAR-END REPORT 2016-17

BOARD NAME: MISSION OUTREACH BOARD

CHAIR NAME: Scott McClung

BOARD MEMBERS

Linda Crowder (vice chair), CJ Sultz, Dori Hirsch, Ginny Hotaling, Jeff Musich, Laura Olson, Marvin Johnson, Mary Sehlhorst, Melissa Bacon-Aki, Phil Gartner, Tania McCarthy

OUR MINISTRIES:

1. Educate the congregation about local, regional, national and international human needs that can be alleviated through donations of treasure, service, advocacy, mindfulness and prayer
2. Encourage volunteerism to support existing missions and support GCC members in "mission entrepreneurship," that brings the congregation new opportunities to serve and give
3. Allocate the GCC mission budget to mission partners, based on evaluation of the needs they serve and the efficacy of their activities

ACTIVITIES AND EVENTS SUPPORTING OUR MINISTRIES:

Mission Outreach Board

1. Created, published, and distributed a Mission Board activities calendar at the beginning of the church year to educate and encourage the congregation to participate in monthly mission activities.
2. Publicized and delivered monthly food donations as part of our Food on the First program to Northfield Township Food Pantry and San Lucas UCC. Many families participate in this program but we see our most successful donations when Church School students have decorated grocery bags and passed them out the to the congregation following service the week prior to collection.
3. Facilitated an all church mission project at Feed My Starving Children included over 90 GCC congregants that packaged 110+ cartons totaling over twenty-four thousand meals.
4. Hosted a Mission Fair following service in November including Peapod donated food. The Fair brought in ten GCC mission partners to educate the congregation about their great work in the community and encouraging participation in volunteer activities.
5. Sponsored the Mission Tree during December collected hats, mittens, scarves, blankets and other warm clothing for the Night Ministry.
6. Hosted Mission Moment speakers from our mission partners during church services allowing representatives from ARISE, A Just Harvest, and others to provide an update on their programs and services.
7. Coordinated Souper Bowl Sunday with the Church School and packaged over 200 bags of soup mix for San Lucas.
8. Shared Thanksgiving and Christmas Collections with San Lucas, Northfield Township Food Pantry, Feed My Starving Children, Connections for the Homeless, Cornerstone Community Outreach and Journeys: The Road Home
9. Partnered with Men's Ministry in Rebuilding Together's work day May 13.
10. Supported the GTF work to reshape the church governance structure by providing feedback and volunteering for positions in the new organization.
11. Participated in a Just Harvest outing in March to feed needy folks on Chicago's North Side.
12. Allocation process still to be completed to allocate GCC's benevolent giving to our mission partners.

RECOMMENDATIONS FOR NEXT YEAR

1. Find more short term volunteer opportunities like FMSC and Rebuilding Together. These type of projects seem to attract the most response and participation from the congregation.
2. Step up our marketing efforts to encourage volunteer participation and sponsorship of our mission partners.
3. Increase communication with Pastors regarding upcoming opportunities so programs are mentioned during service on a more regular basis
4. Update and maintain the Mission Board bulletin board
5. Explore ways to support all of our mission partners with our time and talents in addition to our financial support

6. Educate all new members on deadlines for Broadcaster, Bulletin and protocol with office in setting up events
7. Have a refreshed presence on the website
8. Learn more about the talents of the congregation so we can explore new ways to make a difference in the lives of those we aim to serve.

MUSIC BOARD

Chair: Donna Scott

Vice Chair: Maren Miller

Staff: Gary Wendt

Board members: Steve Lindell, Sheryl Long, Bill Cooper, Pieter Fockens, Doug McCarthy and Jamie Choderoff. My thanks to all the board members for all their help and for being so willing to say "yes" when a volunteer was needed. We had fun!

The Music Board had a very busy year with the 75th anniversary festivities which included the 75th Anniversary service in October, Hands of Peace concert, Sing To Live concert, Christmas pageant and culminated with a performance of Felix Mendelssohn's "Sing to the Lord" with full orchestra and choir. At all these concerts the board provided "ambassadors" to direct concert goers to the washrooms, drinking fountains and exit. All of this was in addition to preparing music for each Sunday worship service. The Music Board represents the choir, Joyful Ringers and the children's music and choirs.

At our May meeting we discussed the direction of the music ministry at GCC, especially with the change in church governance. This summer the music ministry will begin a yearly summer music workshop series, the first being on Gospel music. Most of the current board members volunteered to take a role in the music ministry next year, such as developing our website, helping with the promotion of music concerts and taking on other jobs as they arise. Therefore, I see **no change** in how the music ministry will function next year, whether it continues as a separate board or as a part of Music and Worship, and we have a very capable music representative in Maren Miller who will be vice chair of Music and Worship.

GLENVIEW COMMUNITY CHURCH
CHURCH BOARD YEAR-END REPORT
(E-MAIL TO: cshapiroeditor@gmail.com)

BOARD NAME: PASTORAL CARE
Marlene Baddeloo and Jane Sanderson

CHAIR NAME:

BRIEF YEAR-END SUMMARY

ACTIVITIES AND EVENTS SUPPORTING GCC's LONG RANGE GOALS AND OBJECTIVES

VISION:

1. To develop, coordinate and participate in the Christian care and concern of Glenview Community Church members and the community.
2. To assist the ministers in calling on members of the church community.
3. To deliver altar flowers, church bulletins and other remembrances from the church.
4. To establish programs for creating and providing health education.
5. To establish programs for nurturing support groups.
6. To support activities of the Coordinator of Congregational Care.
7. To identify opportunities for Christian serve and outreach.

MISSION:

ACTIVITIES AND EVENTS SUPPORTING OUR VISION:

60+ luncheons from September through June (cancelled January and March due to lack of volunteer enthusiasm and # of participants).

Hosted 1 memorial reception June to May 2017

Bake as needed for memorial receptions and 60+ luncheons

Order, set up, water and distribute holiday flowers: Poinsettias and Easter lilies

Attend monthly meetings from September through June

GLENVIEW COMMUNITY CHURCH
CHURCH BOARD YEAR-END REPORT

BOARD NAME: Properties Board

CHAIR NAME: Nick Peters

BOARD MEMBERS:

Nick Peters, Brian Tidwell, Scott Lothian, Barry Nelson, Jason Ornduff, M-J Carlson, Holly Little, Tom Reidy

Jeff Thompson, Dr. Rev Chuck Mize.

Thanks to all the board members for their attendance and input in maintaining the Buildings and Grounds of GCC to help make a warm and welcoming community.

OUR MINISTRIES:

The board identifies areas requiring maintenance and annual upkeep.

ACTIVITIES AND EVENTS SUPPORTING OUR MINISTRIES:

Computer software for maintenance tracking, work orders, equipment replacement and warranty has been installed and working well.

A 10,000 gal oil tank discovered under the East lawn was removed, several evergreens were lost in the process.

East Gable and front entrance was painted

Traffic and stress cracked some of the tiles in the driveway they we replaced under warranty.

The dead large tree on the playground was removed along with treating 4 diseased trees on the property to be done 2 times a year.

A small Ash tree on the East lawn and a small Birch tree on the South lawn were dying volunteers from the men's ministry and Properties board cut them down.

The sanctuary chiller compressor went down and was replaced

One of the cooling loops leaked its Freon and had to be repaired.

East entrance deck was recoated by Sundeck.

Narthex balcony was repaired and painted due to a condensation leak.

Nativity scene was put up on December 3 and went well. Discussion was held about the removal in January and maintenance needed on figurines before next December.

Accepted lawn maintenance contract from Wilson for 2 years

Accepted service contract from GHC Mechanical for 1 year

Accepted contract from Direct Energy for 12 months to supply electric.

December

Gym floor was stripped and new lines put down for basketball, volleyball and pickle ball.

RECOMMENDATIONS FOR NEXT YEAR

Continue with the annual maintenance contracts along with treating of the diseased trees.

Address water invasion of the East porch concrete

Maintenance of windows need to be reviewed and a program set up by either properties or capital improvements. The construction committee is meeting on May 20th to discuss infrastructure needs.

GLENVIEW COMMUNITY CHURCH
CHURCH BOARD YEAR-END REPORT
(E-MAIL TO: cshapiroeditor@gmail.com)

BOARD NAME: SERVICES AND SACRAMENTS

CHAIR NAME: Toni Cucco

BRIEF YEAR-END SUMMARY

The Services and Sacraments Board served communion each month as well as several additional times during the year. We also set up the alter each time, making sure things were to the ministers liking. We did all the prep work the day before communion services and cleaned everything up and returned it to its proper place afterwards. We met monthly to work out the details for each service, including scheduling the lectors.

ACTIVITIES AND EVENTS SUPPORTING GCC's LONG RANGE GOALS AND OBJECTIVES

VISION: To provide an all encompassing communion service to all

MISSION: To provide a seamless communion service

**GLENVIEW COMMUNITY CHURCH
CHURCH BOARD YEAR-END REPORT 2016-2017**

BOARD NAME: Stewardship Board

CHAIR NAME: Steve Hill

BOARD MEMBERS:

A huge thank you to the members of the Stewardship Board(Jeff Noe, Brad Smith, Chris Clark, Ann Deakyne, Bill Dailey, Jack Christianson) who devoted a great effort to the activities of our board; the planning, stuffing mailings, developing communications and follow-up contact of members. Also a thanks go to our Spiritual Council volunteers and the church staff(Chuck Mize, Pam Keckler, Elizabeth Ciccolini, Dale Wittenberg, Tania McCarthy, Susan Woodsome) for their assistance. A special thanks goes to Chuck Mize, who supported the campaign so vigorously in the worship services.

OUR MINISTRIES:

The Stewardship Board is charged with nurturing the pledging and giving habits of all members and friends of the church to support all missions, ministries and programs of the church. More specifically, this board plans the fund-raising activities. It organizes, evaluates and reports on these activities. Further, this board shall develop programs to encourage member commitment to planned giving and the endowments.

ACTIVITIES AND EVENTS SUPPORTING OUR MINISTRIES:

We began last August 2016 formulating plans for the *...And Do The Same* campaign which started in late September with the expectations we would conclude in January 2017. Plans included the development and implementation of several mailings to the congregation and communications via email, Broadcaster, and Bulletins. Plans were intentionally scaled back for this Stewardship effort, as the congregation had been recently contacted in a structured, thorough approach for Forward In Faith capital campaign. The belief was a second appeal for some financial commitment right on the heels of Forward In Faith would not be productive.

During the course of the Stewardship effort, we found the results lagging. In particular, many 2016 pledgers were choosing not to pledge for 2017. The root cause of this behavior was not readily clear – many reasons were given such as limited household finances to give, the double hit from both Forward In Faith and Stewardship stretched finances more than in years past, thus the scale back. To address this situation, a more concerted effort was used to engage the congregation:

1. The Spiritual Council (approx. 20 members) volunteered to contact non-pledgers to urge pledging behavior and answer questions

600

2. Stewardship Moments were conducted during services (6 total during Feb-April) to bring a personal appeal on stewardship
3. Newer members (less than 5 yr members) were specifically contacted, as there was a surprisingly high level of non-pledgers among this group
4. The ministerial staff (Chuck, Elizabeth, Pam) contacted the list of those who pledged in 2016, but not 2017; this was specifically to understand why
5. A specific appeal was sent to all pledgers requesting an increase in their pledge for 2017/2018

While it is difficult to pinpoint which of these approaches worked best, the giving has continued to grow over the Feb-May timeframe, approaching the needed funds to operate the GCC ministries and programs for 2017/2018. A pledging snapshot follows:

Date	Dollars Pledges	Pledges	Increases in Pledges	# of increases	Total Dollars Pledged	Budget Need	Gap to fill
March 15	\$851,298	341	\$14,310	12	\$865,578	\$1,030,000	\$164,422
March 20	\$854,268	343	\$16,410	16	\$870,678	\$1,030,000	\$159,322
March 30	\$858,618	349	\$28,150	33	\$886,768	\$1,030,000	\$143,232
April 14	\$866,434	354	\$41,766	51	\$908,200	\$1,030,000	\$121,800
April 24	\$869,434	357	\$42,366	52	\$911,800	\$1,030,000	\$118,200
May 15	\$881,334	361	\$86,866	64	\$968,200	\$1,030,000	\$61,800

RECOMMENDATIONS FOR NEXT YEAR

With the new Ministry governance structure, Stewardship will be integrated into the "Resources" ministry and renamed Generosity. While GCC is a generous community, there clearly needs to be a strong "ask" of the congregation to secure the level of annual funding needed to operate the church. An ongoing 12-month generosity effort is recommended to consistently and constantly remind the congregation about the needs of the church. A September to December focused appeal is likely not adequate to drive the message of tithing or a full explanation of where pledges are put to work in the year-long cycle of GCC.

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GLENVIEW COMMUNITY CHURCH 2016-17 YEAR-END REPORT

BOARD NAME: GCC Women's Association

CHAIR NAME: Kathryn Hall

BOARD MEMBERS:

The GCCWA Executive Board consisted of its officers (**President** – Kathryn Hall, **Vice President** – Barbara Pollak, **Secretary** – Cathy Shapiro, **Treasurer** – Beryl Bills and **Past President** – Judy Fellingham); its Committee Chairs (**Community Meals** – Kathryn Hall, **FEDS** – Melinda Krueger, **Friendship** – Barbara Pollak, **Membership** – Mary Anne Peruchini, **Resale Shop** – CJ Sultz, **Social Service** – Diane Silca), and the Chairwomen of each of the Chapters (**Chapter 1** – Sue Hoffman, **Chapter 3** - Jane Demler and Kathy Tomita, **Chapter 7** – Jenny Burrowes, **Chapter 8** – Judy Fellingham and Beryl Bills, **Chapter 9** – Diane Silca and Mary Ellen Johnson, **Chapter 10** – Julia Brady Hoexter, **Chapter 11** – Kathleen Butler and Stephanie Whisler, **Chapter 19** – Sue Ryan and **Chapter 20** – Barbara Pollak). Thank you to all!

OUR MINISTRIES:

As indicated by our mission statement, the purpose of the Women's Association is "to bring together the women of this parish in a fellowship of worship and education, and to enlist them in active service to the Church as it serves the cause of Christ in the community and throughout the world." We try to provide opportunities for fellowship and learning through a variety of programs and activities. The core of the organization is the long lasting and supportive relationships developed among the members of our nine chapters. We have some members who have belonged to the WA for almost sixty years!

ACTIVITIES AND EVENTS SUPPORTING OUR MINISTRIES:

Activities and events in which WA members took part included, but were not limited to the following:

A Just Harvest – provided meals, food service and supplies

Bernie's Book Bank – collected books and helped with book sorting

Connections for the Homeless – made bag lunches for their clients

GCC Plant Sale – conducted the plant sale, used profits for the church's landscape

Hands of Peace – brunches and lunches

GCC Knitting Project – scarves and hats for A Just Harvest clients, blanket squares for African AIDS orphans

Myra Loris Lectures

Night Ministry – blankets and gift cards

Onward House – provided coats, holiday helper gifts, art and science supplies, games

Rally Day Celebration

Resale Shop – operated by the WA, many members volunteered

Sales of Equal Exchange coffee and tea

Village Treasure House – Board members and volunteers

Youth Services of Glenview/Northbrook – gifts, gift wrapping, various projects

RECOMMENDATIONS FOR NEXT YEAR

I was surprised to learn this year that members of the church do not know enough about the Women's Association. E.g., two very active church members were not WA members because the first did not know *how* to join, and the second did not know that we have associate members—she did not have to join a chapter. I think that this results, at least in part, from two things: For the past several years, the WA as a whole has not sponsored church-wide events, as the turnout was not enthusiastic at the last couple of events that we did. Additionally, when new members join the church, we no longer have the tables where they can get info about what all the different boards do and how they can become involved. At our "changeover meeting" earlier this month, we discussed that we need to make an effort to reach out to women of the church who are not members of the WA. I have no doubt that our new president, Jill Ruter, will make this a priority.

Finally, I would like to thank all the members of the Women's Association for their support and to point out that the success of our organization results in part from the support of the GCC congregation, ministers, staff, boards and friends. Thank you to all of you as well! It has been my pleasure to serve as President.



How do you get to “there” from “here”? That is the question everyone involved in the Israeli/Palestinian peace process continually asks. To understand the answer, one needs to first address what “there” looks like. At Hands of Peace, 2016 was a transformative year in many ways. At the heart of our transformation was the creation of a new, more focused mission statement. “Peace, equality, freedom, and justice” for all Israelis and all Palestinians. This is our “there”. This is why we exist.

Hands of Peace has been on a steady growth trajectory since 2003, but 2016 was a year of extraordinary development. We hired Executive Director Rick Rosenfeld, who brings a wealth of travel, risk management, entrepreneurial and business skills to the position as well as a deeply held passion for the mission. Under Rick’s direction we have embarked on critical initiatives: our Middle East staff was moved from part-time to full-time to meet all our programmatic demands and opportunities; for the first time, we sent a group of American alumni (including GCC’s Andrea Ciccolini) to Israel-Palestine over spring break for their own Dual Narrative trip. They will apply this extraordinary first-hand knowledge to the program this summer as second year leaders (XLs). We have expanded our connections to other organizations working for peace by joining ALLMEP (Alliance for Middle East Peace). Last year our San Diego site was brought up to full size – between Glenview and San Diego we will be hosting a record number of 96 participants this summer!

All of this growth has been strategic and intentional, and it means our budget has grown as well. For many years HOP had been building financial reserves to fuel a future expansion, and we tapped into those reserves in 2016. Revenue was \$683,968 (89% from donations and special events), expenses were \$790,134. An organizational priority for 2017 is the continued acceleration of revenue cultivation to support managed, sustainable growth. The current search for an experienced Director of Development is a critical component of that strategy.

GCC’s Role

It is hard to imagine HOP coming into existence without the support and nurture of the GCC community. Even after 15 years, that connection is vital to our mission. Most visibly, GCC is the summer host of the Chicago program; our office is headquartered on the 2nd floor of the church. Our leadership benefits from the time and talent of GCC members: Board members include Tom Aldrich (Chair), Lisa Leger, Debby Fosdick (Advisory Board Chair) and Gretchen Grad (Founder); Advisory Board members include Rev. Dr. Chuck Mize, Don Clark, Jane Hund and Jessica Judge Schott. Many, many church members serve as host families, volunteers and individual donors. We depend on annual financial gifts from GCC Mission Outreach Board, the Women’s Association through the Resale Shop and UCC’s One Great Hour of Sharing program. Many Women’s Association chapters assist with events and provide summer meals. We are proud to be a homegrown mission of the church and to provide our membership with unique and substantial opportunities to serve and heal.

This summer’s program will take place July 12-31, and all are invited to attend the Farewell Dinner on Sunday, July 30 to be held at Glenbrook South High School. See website for details (handsofpeace.org).

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**PROPOSED CANDIDATE SLATE
FOR APPROVED NEW CONSTITUTION**

Subject to approval of the interim Constitution and By-Laws, Leadership Committee recommends the following slate of candidates for Spiritual Council endorsement for Congregational approval at the Annual Meeting on May 21, 2017.

		<u>term</u>
Moderator:	Gretchen Grad	one year
Vice Moderator:	Jane Hund	one year
Clerk:	Cathy Shapiro	re-election for two years
Treasurer:	Chris Clark	re-election for two years
GCC Women's Association:	Jill Ruter	one year
GCC Nursery School:	Susan Johns	one year
At Large Members:	Tom Aldrich, Debby Fosdick and Jason Stutz	one year

MINISTRY STEERING GROUPS

<i>Congregational Life</i>	Chair	Julie Orr	two years
	Vice Chair	Debbie Berg	two years
	Coordinator	(open)	one year
	Coordinator	(open)	one year
<i>Faith Formation</i>	Chair	Karen Ornduff	two years
	Vice Chair	Dale Grenolds	two years
	Coordinator	Kerri Noard	one year
	Coordinator	Julie Zylke	one year
<i>Outreach</i>	Chair	Linda Crowder	two years
	Vice Chair	Kara Clark	two years
	Coordinator	Barbara Pollak	one year
	Coordinator	Tania McCarthy	one year
<i>Resources</i>	Chair	Brad Smith	two years
	Vice Chair	Steve Gale	two years
	Coordinator	Ann Deakyne	one year
	Coordinator	(open)	one year
<i>Worship and Music</i>	Chair	Peter Stettler	two years
	Vice Chair	Maren Miller	two years
	Coordinator	Leanne Drennan	one year
	Coordinator	(open)	one year

additional names may be recommended for open positions at the May 16 Spiritual Council Meeting

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**PROPOSED OFFICER SLATE
FOR CONTINUANCE OF EXISTING CONSTITUTION**

In the event the congregation does not approve the interim Constitution and By-Laws at the Annual Meeting on May 21, 2017, Leadership Committee recommends the following slate of candidates for Spiritual Council endorsement for Congregational approval.

		<u>Term</u>
Moderator:	Gretchen Grad	one year
Vice Moderator:	Jane Hund*	one year

Clerk, Treasurer and At Large Members will all complete existing terms.

Current Moderator Nancy Mullarkey would become Immediate Past Moderator

Chairs, Vice Chairs and members of all existing boards will have their terms and duties extended until September 30, thus permitting the church ministries to function while new members and leaders can be identified.

*Jane Hund is currently an At Large Member of Spiritual Council serving on PMRC. As Vice Moderator under Plan B she would also serve on PMRC.

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Glenview Community Church
Candidate Slate for Continuance of Existing Constitution, Elections to be Held in September 2017
(2016 - 2018 expirations)

AT-LARGE MEMBERS

8 members

- 17 Kara Clark
- 17 Beth Raebel
- 17 Doug Heurich
- 17 Kerry Karth
- 18 Tom Aldrich
- 18 Jason Stutz
- 18 Debby Fosdick
- 18

ADULT EDUCATION

10 + Chair

- 17 Kathie Wilson Chair
- 17 Nick Bubnovich
- 17 Chris Calandra
- 17
- 17 Mike Rapp
- 17
- 18 Kelly Golding
- 18 Mary Anne Peruchini
- 18
- 18
- 18

CHILDREN'S

10 + Chair

- 17 Brian Healy Chair
- 17 Lumi Stutz
- 17 John Schott Vice Chair
- 17 Heidi Hupe
- 17
- 17
- 18 Jessica Greve
- 18 Sara McSpedon
- 18 Mike Call
- 18 Libby Peschke
- 18 Sara Veit

CONFIRMATION & YOUTH

12 + Chair

- 17 Jennifer Nelson Chair
- 17 Karen Ornduff Vice Chair
- 17 John Roth
- 17 Val Anderson
- 17
- 17 Kerri Noard
- 17 Laura McNeela
- 18 Becky Lothian
- 18 Susan Shute
- 18 Stephanie Kunkel
- 18 Dale Grenolds
- 18 Meredith Morgan
- 18 Julie Zylke

FELLOWSHIP

8 + Chair

- 17 JoAnne Peters Chair
- 17 Tom Thuresson
- 17
- 17 Ryan Peschke
- 17
- 18 Laura O'Mera
- 18 Dan Curran
- 18 Gwen O'Malley
- 18 Jeanie Bond

FINANCE

8 + Chair + Treasurer

- 17 Matt Bauer Chair
- 17 Chris Wetterman
- 17 Jeff Lundal
- 17 Brian Grad
- 17 George Silca
- 18 Lindsey Holton
- 18 Nathan Shook
- 18
- 18
- Chris Clark Treasurer

MEMBERSHIP

10 + Chair

- 17 Barbara Pollak Chair
- 17 Jim Yagelski
- 17
- 17 Terry Adams
- 17 Holly Little
- 17 Barbara Smith
- 18 Greg Bliss
- 18 Susan Edgar
- 18 Nancy Karth
- 18 Heather Cooper
- 18 Joe Bond

MISSIONS OUTREACH

12 + Chair

- 17 Scott McClung Chair
- 17 Diane Silca
- 17 Laura Olson
- 17 CJ Sultz
- 17 Linda Crowder Vice Chair
- 17 Melissa Aki
- 17 Jeff Musich
- 18 Phil Gartner
- 18 Dori Hirsch
- 18 Ginny Hotaling
- 18 Marvin Johnson
- 18 Tania McCarthy
- 18 Mary Selhorst

MUSIC

8 + Chair

- 17 Donna Scott Chair
- 17 Bill Cooper
- 17 Sheryl Long
- 17 Jamie Chodoroff
- 17
- 17 Doug McCarthy
- 18 Maren Miller Vice Chair
- 18 Pieter Fockens
- 18 Steve Lindell

PASTORAL CARE

12 + Chair

- 17 Marlene Baddeloo Co-Chair
- 17 Jane Sanderson Co-Chair
- 17 Melinda Krueger
- 17 Mary Beth Amoruso
- 17 Laurie Kilpatrick
- 17 Mary Ann Patterson
- 17 Chris Rocap
- 17 Debbie Berg
- 17 Sylvia Studt
- 18 Marion Alexanian
- 18 Fran Oldham
- 18 Kathie Johnson
- 18 Susan Kilpatrick

PROPERTIES

8 + Chair

- 17 Nick Peters Chair
- 17 MJ Detwiler
- 17 Holly Little
- 17 Jason Ornduff
- 17 Barry Nelson
- 17 Scott Lothian
- 18 Steve Gale Vice Chair
- 18 Tom Riedy
- 18 Brian Tidwell

SERVICES & SACRAMENTS

12 + Chair

- 17 Barb Smith Co-Chair
- 17 Toni Cucco Co-Chair
- 17 Beth Anne Solem
- 17 Michelle Langenbach
- 17 Mary Ellen Johnson
- 17 Karen Patterson O'Brien
- 17 Cindy Dailey
- 17 Peter Stettler Vice Chair
- 17 Margaret Lutz
- 17 Bridgett Prewett
- 18 Laura Heyser
- 18 Sally Hicks
- 18 Kathy Brackett

STEWARDSHIP

12 + Chair

- 17 Steve Hill Chair
- 17 Chris Clark
- 17
- 17
- 17
- 17
- 17
- 18 Bill Dailey
- 18 Jack Christiansen
- 18 Brad Smith
- 18 Jeff Noe
- 18 Ann Deakyne Vice Chair
- 18 Laura Lane

GCCNS

Chair, Vice Chair, At Large

- 17 Carol Habel Chair
- 17 Susan Johns Vice Chair
- 17 Kate Heredia

