



Annual Report 2024/2025



Grace Lutheran Church

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Agenda

Annual Congregational Meeting | August 17, 2025

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| 1. Greeting and Welcome | Susan Choquette |
| 2. Opening Prayer | Pastor Matt Smuts |
| 3. Review/Approve Minutes of the August 25, 2024 Congregational Meeting | Susan Choquette |
| 4. Staff/Committee Reports | Pastor Matt |
| 5. Review 2024/2025 Financial Reports and 2025/2026 Budget Proposal | Eric Brudos |
| 6. Vote on Proposed Budget | Susan Choquette |
| 7. Report of the Nominating Committee and Election of Council Members | Susan Choquette |
| 8. Election of Nominating Committee for 2026 | Susan Choquette |
| 9. Closing Prayer | Pastor Friederike Wekel |
| 10. Adjournment | |



Annual Meeting Minutes | August 25, 2024

Greeting, Welcome and Opening Prayer:

Council president Susan Choquette called the meeting to order at 9:41am.
Pastor Matt led the congregation in prayer.

Review of Minutes – Susan Choquette

August 28, 2023, Congregational Meeting Minutes: Ilse Wiechers moved to accept the August 28, 2023, minutes as proposed, and Reynold Lewke seconded. The motion passed.

Review Council, Staff, Program and Committee Reports – Pastor Matt

- Pastor Matt shared that the attendance in the congregation has continued to go up modestly. A second new member class was added this last year.
- Pastor Matt expressed gratitude to the congregation and to Pastor Friederike for the opportunity to take a sabbatical this year.
- Pastor Matt noted that the annual report includes the last report from the Director of Children, Youth, and Family Ministry, Elizabeth Hood, who has now departed the congregation. Regarding the plans for the Children, Youth, and Family ministry: starting this Rally Day Sunday, Grace Lutheran will be adding a part time interim youth program director named Trevor Boe. Mr. Boe will work for this programming year especially with the high school youth. The plan is to start working on posting for a permanent youth director position in the beginning of the calendar year 2025.
- Pastor Matt also highlighted a new program, Grace Outdoors, which has surfaced this year with a lot of great outdoor activities.

Review 2023/2024 Financial Reports and 2024/2025 Budget Proposal – Treasurer Eric Brudos

- **Income/expense summary of 2023/2024:** the total budgeted revenue was estimated as \$790,747 and the actual giving last year was a total of \$802,495. After expenditures, we will come to even with the net revenue being \$522.
- **Proposed Budget:** last year there were 88 pledging households, this year there are 95 pledging households. The average pledge increased by 20% and hence we are proposing a budget that is grown by 7-8%.
- **2024/2025 proposed budget:** we are proposing a \$854,300 annual budget (8% increase from 2023/2024 budget)

Comments regarding the proposed budget – Marilyn Aden, Chair of Mutual Ministry Committee

- First, Marilyn extended a heartfelt thank you to Andrew Mellows who has served for a long time on the mutual ministry committee. Marilyn then shared that the committee has reviewed the yearly compensations for the pastors and staff and is suggesting that given the larger budget this year, the pastoral compensations should be increased to meet the synod guidelines and the staff salaries should be increased to a meaningful level.

Sue Koepfgen, the retiring finance secretary was acknowledged.

Anna Girsén, 2024 Council Secretary



Children, Youth and Family position - Pastor Matt

- The suggestion is to put \$4000/month into a fund to build a resource for a permanent Children, Youth, and Family director.
- The part-time interim director will be paid out of the fund but at a much lower level than a full-time permanent person.
- 50% of any budget surplus would go to a CYF fund.

Vote on Proposed Budget

The congregation moved to approve the budget for 2024/2025 as proposed by the council. Chris Logan seconded. Motion passed.

Report of Nominating Committee and Election of Council Members

Nominating committee suggests adding the following new council members, each to serve their first three-year term (2024-2027):

- Chris Dunlap (completed a partial term after Michelle Geris moved out of state)
- Joachin Klein
- Bradley Starleaf
- Steve Baird

Motion: Ilsa Wiechers moved to accept the addition of new council members. Marilyn Aden seconded. Motion passed.

Election of Nominating Committee for 2025

Three volunteers were asked to serve on the nominating committee.

Erik Rauch, Evelyn Guernsey, and Max Siegel volunteered; they will be joined by an outgoing council member.

Motion: Jack Choquette moved to approve the new nominating committee. Barbara Erikson seconded. Motion passed.

Adjournment

Closing Prayer: Pastor Friederike closed the meeting in prayer.

Motion: Max Siegel moved to adjourn the meeting and Ilsa Wiechers seconded. The meeting was adjourned at 10:18am.



Council

Council

Susan Choquette,
Council President

Yvonne Baur,
Vice President

Christopher Dunlap,
Secretary

Steve Baird

Tom Cutler

Christopher Dunlap

Barbara Erickson

Anna Girsén

Joachim Klein

Eric Mellum

Bradley Starleaf

Lee Taubeneck

Ilse Wiechers

Dear Grace Friends and Family,

As I look back over the past year, I'm amazed by all the work the people of Grace have done. We are blessed to have such dedicated and talented staff and members at Grace working together to share God's love and message. You will find many examples of God's work highlighted in this annual report.

On the staffing front, we conducted a nation-wide search for a Director of Children, Youth, and Young Adult Ministries. Council formed a search team that worked to define the position, review resumes, and interview candidates. As you've already heard, Emily King-Nobles has accepted our offer and joins our staff! We're looking forward to getting to know her better!

Continuing our tradition of ministry and service throughout the year, we supported a number of organizations and communities both financially and with hands-on support. We supported local groups like the Ecumenical Hunger Program, South Palo Alto Food Closet, Heart & Home, and Mt. Cross, as well as places farther away like Bread for the World, Bright Stars of Bethlehem, California Lutheran University, and the ELCA Synod. Canned food drives, letter writing initiatives, and work days at both Grace and Mt. Cross were just a few ways Grace members ministered directly to the local community. In July, a number of our youth traveled to Asheville, North Carolina with Pastor Matt where they spent a week at Lutheridge Camp and did service work for victims of Hurricane Helene. God has worked through us both at home and abroad!

Our Preschool celebrated its 50th anniversary of ministry to young children! What a major milestone! The preschoolers regularly visit with the folks who attend our Connections Café;

it's wonderful to see these "grand-friends" meet together and build relationships across generations!

Here at Grace, we kicked off Capital Campaign 4: Growing Together in Grace. The congregation's strong pledges will enable us to continue improving, enhancing, and maintaining our physical spaces. I'm looking forward to seeing the changes to our outdoor spaces, like the courtyard, unfold and take shape.

While the church council meets regularly during the year to review and further our ministry, our mission could not happen without the work of the many committees at Grace, our staff, and the support from all of you. Your support and participation help Grace continue to grow and thrive. On behalf of the Council, thank you!



Nominating Committee



The nominating committee actively seeks engaged, thoughtful members for service on our spirit-led church council. Council members are each eligible to serve two consecutive three-year terms.

The nominating committee proposes the following slate of candidates to serve three-year terms (2025-2028):



Eric Brudos ¹



Anna Girsén ²



Eric Mellum ²



Sumitha Pauli ¹

Committee Members:

- Erik Rausch
- Evelyn Guernsey
- Max Siegel
- Susan Choquette

Current Council Members

Term Ending 2025

- Susan Choquette ²
- Anna Girsén ¹
- Eric Mellum ¹
- Lee Taubeneck ¹

Term Ending 2026

- Yvonne Baur ²
- Tom Cutler ¹
- Barbara Erickson ¹
- Ilse Wiechers ²

Term Ending 2027

- Steve Baird ¹
- Christopher Dunlap ¹
- Joachim Klein ¹
- Bradley Starleaf ¹

¹ first term
² second term
completing a partial term



New Year | New Chapter

Rev. Matthew A. Smuts, Senior Pastor



Statistics

2022

Ave Worship Attendance:

117 In-person | 30 Online

Baptisms: 0

Confirmations: 3

New Members: 13

Deaths: 4

Baptized Membership: 367

2023

Ave Worship Attendance:

122 In-person | 24 Online

Baptisms: 3

Confirmations: 5

New Members: 3

Deaths: 4

Baptized Membership: 352

2024

Ave Worship Attendance:

130 In-person | 21 Online

Baptisms: 2

Confirmations: 5

New Members: 21

Deaths: 5

Baptized Membership: 367

Fiscal Year 2022/2023

Pledged: **Budgeted:** **Actual:**
\$608,298 \$700,000 \$698,363

Fiscal Year 2023/2024

Pledged: **Budgeted:** **Actual:**
\$624,933 \$706,447 \$727,628

Fiscal Year 2024/2025

Pledged: **Budgeted:** **Actual:**
\$758,290 \$800,000 \$807,971

I am about to do a new thing; now it springs forth; do you not perceive it?

I will make a way in the wilderness and rivers in the desert. - Isaiah 43:19

When I sit down to write an annual report I try to focus on two main topics. I want to review this last year since our last annual meeting, and look ahead to the next as well. Often this process leads to profound gratitude for God's activity in our midst and the grace we have experienced.

As I look back over the last twelve months, I am so pleased with all we have accomplished and at the same time, honestly, a bit exhausted. When we met together last year, Elizabeth Hood had just taken her new position and left Grace after fifteen years of service. This meant that a year ago involved us going from 3.5 to 2.5 programming positions. That additional programming load on fewer shoulders has definitely been felt! Pastor Friederike and I have been carrying the lion's share of the children and youth programming and committee responsibilities and have moved through the year covering the essential bases. This has included Pastor Friederike joining the CYFT Team, and myself leading programming for High School youth including the recent mission trip to Lutheridge in Asheville, NC. It should be noted that this has been done in addition to our regular responsibilities. This has been done with a reasonable amount of grace and with support from Tim and Gretchen as well. I am glad of our strong programs and even additional pushes like the Spring Men's Retreat among other things. I am proud of how we have handled this year (even if feeling the need for a nap!), and feel very good about our programs as we look towards the fall. If this last Sunday with our outdoor worship focusing on the Blessing of Bikes and Backpacks along with our inaugural youth family led BBQ highlighting the recent mission trip is any indicator...we have good momentum moving forward! Through this over full year I have been particularly grateful for my partnership with Pastor Friederike.

This last year also saw Tim Getz's well earned sabbatical time and his continued energy and creativity perhaps best shown by the wildly successful and recent Beer, Hymns & BBQ event along with shouldering more responsibility for leading Sunday School openings. Gretchen Rauch continues to keep our administration humming along even with staffing gaps in this last year. In addition, our new preschool director team of Felicity Taylor and Gina Rogge has kept things humming even in the face of California's expanded Transitional Kindergarten. In addition, the preschool room itself has been completely renewed over the last couple of years...it's amazing!

In addition to that, I'd like to thank our lay leadership that has accomplished so much in this last year!!! We have moved through a \$1.2MM Capital Campaign (WOW!!), a successful nationwide search for a new Director of Children, Youth, and Young Adult Ministry and any number of other things, bringing online the amazing estate gift of Joanie Caroon of her nearby condo... there is MUCH to celebrate!! This year will see Lee Taubeneck rotating off of council as well as Susan Choquette. A special thank you to Susan for her six years of service (her last council stint at Grace was as a youth!) and in particular these last two years serving as our council president. I am personally grateful for her tenure, leadership, thoughtfulness, and support. We have all been blessed by her efforts!

As for this coming year? Soooooo many things to be excited about!! Emily King-Nobles has been supporting some elements of our planning and scheduling on a small hourly basis over the last couple of months, but joins us full-time on September 1 with Rally Day on September 7 being her first formal Sunday with us as our new Director of Children, Youth, and Young Adult Ministry. We could not be more thrilled for what



Rev. Matt

this means for this next year! For the first time in 15 years we will have a new face in that position and expect to be revisiting any number of aspects of our ministry in this space, including elements that belong to other staff, e.g. children's music and confirmation to name a couple. All of us are excited to be fully staffed in a way that allows us to more deeply focus on our core responsibilities.

Also, we have started our projects for the Growing Together in Grace campaign beginning with the second phase of steeple repair, office work, and assembling our new team for landscaping in the courtyard. I am hopeful that our planning will be complete this fall, and that the work will be completed by our next annual meeting! This doesn't even touch on the last campus roofs to be done and minor continued improvements to the parsonage. There are a LOT of exciting things coming in this new year!

Keep us all in your prayers as we move together in community into these new months in a world that feels more unpredictable and perhaps even scary at times. Pulling together as Christ's church in these times will bring the Gospel to bear in our congregation and community. Thank you for your continued good cheer, your generosity, and your enthusiasm for living this life alongside one another.

Peace,

Rev. Matthew A. Smuts, Senior Pastor



Bislar Tiedelbe



A Marathon?!?

Rev. Friederike Wekel, Associate Pastor



Thinking about this past year, a marathon comes to mind. It's been a long and intense year. And though I've never actually run one, I guess there are phases when running feels easier and phases when the tiredness comes and feels very heavy. And then, you make it through the finish line! And we did!

Pastor Matt and I have been shouldering the Children, Youth, and Family Ministry together with the Children, Youth, and Family Team over the past year, in addition to our regular tasks. And it has been a good experience: spending more time with Grace's children and youth and their families; thinking up events that they might enjoy; creating something new, like the AppleFest; starting off with a wonderful Grace Goes to Mount Cross weekend last August. Practicing and having our Christmas Play during worship on Advent 3 with an intergenerational cast was a lot of fun. Two Bunco tournaments, a movie night, Palm Sunday and Easter activities...we've had a lot going on!

Women's ministry was equally vibrant: learning about glass art, watercolors, doing origami and Japanese treats brought straight from Japan by Erika Kobayashi, hearing about a dental relief trip to Cambodia, talking about pelvic health in March, making candles in April, and creating postpartum bags for EHP customers. In addition to that, we had two women retreats: "Roots" in September at Grace and "Reaching," a first synod-wide retreat with more than 50 participants up at Mt Cross in March.

In August 2024, we started off the senior ministry with a new and slightly different programming: Connections Café. We meet twice a month on a Thursday in the newly named Emmaus Room and socialized. While we are still

figuring out good content, the connections made, the regular meetings, the joy of having the Preschool kids visit with us during "grandfriends" days, was a lot of fun.

We confirmed two girls from our regular confirmation program this year. However, we also confirmed five young people who took part in the confirmation program of the Finnish community of the Bay Area, two of them being members of our congregation. As this is the last time the Finnish community is having their own confirmation program, we will hopefully see some growth in our program as they will get directed to Grace for confirmation. Something that easily gets overlooked, but that is a meaningful ministry is communion delivery to the homebound. At the moment, we deliver communion to 6-7 households once a month. Thank you to all the volunteers involved!

And then we had meaningful worship experiences: Blessing of Bikes and Backpacks, All Saints Sunday, Maundy Thursday with dinner beforehand and a couple of wonderful memorial services only to name a few that stuck to my mind!

I am looking forward to easing my work load with Emily joining the crew for our Children, Youth, and Young Adult Ministry and to bring some fresh energy! And then I am looking forward to connecting with all of you and living out what we are committed to as Baptized: to care for one another, to listen and to reach out into the wider world with our abilities, our strengths, but also our vulnerability!

God's peace be with you!

Pastor Friederike



Music Ministry

Tim Getz, Director of Music



It's hard to believe that it's been one year since I began my three-month sabbatical! But that is how I began the year covered in this report, and it most certainly stands out as a highlight. During my time away I

- participated in week-long retreats in Holden Village, Washington, the Iona Community in Scotland, and the Taizé Community in France.
- visited my parents at their cabin in the beautiful Black Hills of South Dakota
- took amazing vacations including two weeks hiking with Dale in Scotland, spending time with friends in England, and two weeks traveling in a direction we've never gone before: west and south to New Zealand!
- spent a few weeks at home doing little to nothing. "Practice retirement," I jokingly called it.

My intention was to give up pretty much everything associated with my normal work life, and I successfully stuck to a pledge not to touch a keyboard instrument for the entire three months. This time of detachment was rewarding in ways I can hardly begin to name, but perhaps my greatest joy is that it seems to have "worked!" The spark and fun has returned to the corners of life where burnout had been creeping in, you all have welcomed me back enthusiastically, and it's a joy to be part of the Grace community again! It's wonderful to be home.

Jumping back in with both feet, our choir quickly learned some beautiful music for Christmas, the Celtic-flavored "Light of Peace" by New Mexico composer Karen Marroli, accompanied by our own Beth Bandy on flute and Julie Buckley on fiddle.

Choir is a joy-filled group that has a lot of fun together, and sings beautifully besides! We rehearse on Wednesday evenings, September through May and sing in church nearly every Sunday during that time. We have about 20 singers on our roster but are al-

ways happy to welcome more. We have more chairs stacked and waiting in the back! A couple additional highlights: in February we were invited to participate for the second time in the Santa Clara Chorale Festival of Choirs. This is a tremendous honor, as we have been the only church choir invited to participate. It is a great day rehearsing with the other participating ensembles, workshoping with a rotation of several conductors, and finishing with a wonderful concert in the evening including individual performances by each choir and a powerful combined piece at the finale. In May, at our annual Grace Spring Concert, we again invited the choir from University Lutheran Church as our guests. We hope to renew a deeper collaboration with some of our neighboring congregations in the coming year. Many thanks as always for the incredible musicianship, warm friendship, and solid dedication from our choral section leaders Mark Tendall and Angelique Zuluaga.

Our handbell ensemble, Praises Ring, is a fun group with a great mix of interesting people as well. We rehearse weekly on Thursdays and add the sounds of bells to the music in worship about once a month at both services.

Somewhat "under the radar," not seen by most people at church, I enjoy teaching music twice a week in our preschool. More than just singing songs, I teach a Musikgarten curriculum that includes listening to music and sounds from nature, movement, playing rhythm instruments, singing, and even some basic music-reading! It's a lot of fun and hopefully instills a love of music that our preschool children can carry with them throughout their lives.

In the absence of a Director of Children's Ministry this year, I have been leading Sunday School openings each week, which, since I'm doing it, includes lots of singing! I am looking forward to working with Emily King-Nobles to reinvigorate our children's music ministry in the coming year.



Tim Goy

As I have for many years, I continue to do the scheduling for worship leaders: Readers, Usher/Greeters, and Communion Assistants. If you would like to know more about what any of these roles entails, or might be interested in participating, please speak with me or either of the pastors. We're always happy to add more people to the roster!

Our monthly services of Taizé evening prayer have continued on the second Sunday of each month at 7 pm. This is a lovely, quiet, meditative service with lots of singing, a great way to cap off the weekend and prepare for the week ahead. Having recently experienced again the common prayer in the Taizé Community itself, I'm more enchanted than ever by the simple, yet profound experience of this form of community-building and prayer.

*We sing to you, O God, the Rock who gave us birth,
let our rejoicing sing your name in all the earth.
To you, O God, let songs be raised,
in joyful hymns, our feast of praise.*

*O God, eternal God, we hide within your wings,
the everlasting arms to whom our praises ring.
Your word is true, your way is just,
you are the God in whom we trust.*

(Gracia Grindal, b. 1943, Evangelical Lutheran Worship #791)





Grace Lutheran Preschool

Felicity Taylor and Gina Rogge

Preschool Board:

Evelyn Guernsey, chair
Gail Foelsch
Jane Garvey
Eric Mellum
Katie Blatter
Ivor Holloway
Pastor Matt Smuts
Pastor Friederike Wekel

Staff

Felicity Taylor, codirector
Gina Rogge, codirector
Celine Tracy
Lidia Rodriguez

It has been a fantastic year co-directing Grace Lutheran Preschool after our transition year as co-directors. It has been a blessing and joy to work alongside the Grace Lutheran church staff, the senior community, and preschool families.

We started the school year with an almost entirely enrolled classroom and welcomed a few new enrollees later in the year. In August 2024, Grace Preschool transitioned from an extended-day program to a full-day program. This change occurred because families in the area no longer needed the extended day care. Enrollment options include a part-day morning session from 9:00 am to 12:00 pm and a full-day option until 3:00 pm. Here are a few highlights of how the year went by.

- In August 2024, the doors opened, and the Grace Preschool full-day program began. Parent orientation, a family picnic, and school photos.
- September 2024 brought us the sounds and smells of fall in the air. The apple trees in the play yard were bountiful and ready to be picked. The children made apple sauce with the help of the teachers. Fall conferences were held to share parent and teacher goals for the children.
- In October 2024, we did our annual family field trip to Ardenwood Farm in Fremont. Families enjoyed a day of play, mazes, climbing haystacks, and picking pumpkins to decorate at school. Trunk-or-Treat in the church parking lot has become a favorite for families and teachers who participated in decorating their trunks.
- In November 2024, we celebrated Friendsgiving with our grand friends and families. It was an honor to brunch with our grand friends and hear stories about how each family celebrates this holiday at home.
- In December 2024, we celebrated the birth of Jesus with our annual Christmas musical and dinner, featuring families and members of Grace Lutheran. It is always a great event

before the winter break.

- In January 2025, we celebrated Grace Lutheran Preschool's 50th birthday with a cake and activities.
- In February 2025, we started the month off with our first-ever puppy bowl. Ms. Felicity brought in her 11 puppies, and the children enjoyed playing, snuggling, and napping with their new puppy friends after participating in the puppy bowl. We hosted our annual Preschool fair and open house, which was a huge success. We celebrated our Valentine's party with a parent volunteer who helped the children decorate Valentine's cookies. Valentine cards were exchanged, friendship mixes were made, and we enjoyed crafts.
- March 2025: We celebrated a week of Dr. Seuss with various activities, including Green Eggs and Ham Day, Wear a Hat Day, and crafts. We concluded the month of March with our spring Parent-Teacher conferences, sharing children's growth with their families, and a framed curio box featuring art pieces saved throughout the school year.
- April 2025: After spring break, Pastor Friederike shared bible stories around Holy Week. Each day, we reviewed the story from the previous day, and the children were captivated, eagerly awaiting the next part of the story. Thank you, Pastor Friederike, for bringing the story of Easter to life for us.
- May 2025: We celebrated our last month of school by sharing our favorite parts and activities of the school year. We bid our Kindergarten and TK friends farewell, wishing them well. We will surely miss them! They are now a Grace Preschool alumnus, and our doors will always be open for a visit. The children made tea party invitations, inviting families and grandfriends. We ended the school year with a tea party with families and our grand friends.



PALO ALTO, CALIFORNIA

Grace Lutheran Preschool

growing together in grace



- June 2025. Summer Camp is here and ready for a fun-filled month. We did weekly sessions and themes.
- We started our first week with the **"The Great Outdoors"** theme: we had a stuffy hunt, where the children searched all over campus for "Brown Bear." We had help with the quilters hiding the bear, and Rocco found it! Week two was **"Kids in the Kitchen."** The week started with each child decorating an apron, followed by making dough, rainbow toast, "make and take" s'mores, and assembling their pizzas and frozen yogurt pops. Week three was filled with **"Wacky Science"** activities. We conducted a cloud-in-a-jar experiment, cooked an egg outside on the ground, placed an egg in vinegar, experimented with lava lamps, and mixed color palettes. Week four: We ended our summer camp with **"Sports Week."** During this fun and exciting week, we learned about all the different types of sports and games. We all had a chance to hit a baseball with a bat, catch a ball with a mitt, and run with a football. Mini-golf and table tennis were the two team favorites of the week. The children all wrote a "Camp letter" and sent it home.

We were pleased to add two parents to the Preschool Board this year, as we had not had parents on the board for the past two years. And we will continue next year to add parents to the board.

Our goal for the 2025-2026 preschool year is to continue the journey that began over 50 years ago. Grace Lutheran Preschool will be a place where children can play, grow, and thrive. We will work in partnership with the Grace Lutheran Church to be a place where childhood is cherished and nurtured, and families are supported as we all continue Growing Together in Grace.

Warmly,

Felicity and Gina

Children, Youth, and Family Team



Committee Members:

Maria Derrick (chair)
Kathy FitzGerald
Anna Girsén (Council Liaison)
Katy Siegel
Pastor Friederike Wekel

Elementary Sunday School:

Kathy FitzGerald
Little Lutherans:
Maria Derrick

Mentor Program:
Pastor Friederike

Confirmation Class:
Pastor Friederike/Pastor Matt

High School Youth Group:
Trevor Boe (fall)
Pastor Matt (spring)

In the absence of a full-time director for Children, Youth, and Family Ministry during this past year, the Children, Youth, and Family Team (CYFT) had an unusual year. Pastor Friederike stepped in as our staff liaison, and Pastor Matt lent a hand on occasion as well. We are immensely grateful for them both, since their extra efforts and hard work went a long way toward maintaining a vibrant ministry for children and youth this year. We not only continued with business as usual, but added events that were fun for the entire Grace community. Our pastors are truly one-in-a-million—they went above and beyond!

CYFT met regularly (hybrid or by Zoom) to plan and execute various activities for Grace's children, youth, and families. As always, many of these events were not the sole responsibility of CYFT, and in fact, we were often small contributors at best, but nonetheless these events/activities positively impacted the ministry to children, youth, and families at Grace.

- **Sunday School** – Elementary school Sunday School class, almost always taught by Kathy FitzGerald, met weekly from September

through May, as did Little Lutherans, usually led by Maria Derrick. Katy Siegel usually was able to substitute when needed, although a couple of other members of the congregation helped out too. Pastor Friederike led.

- **Confirmation Class** – The Rite of Confirmation for two youth was held on Sunday, May 18, 2025. Confirmation class, taught by Pastor Friederike and Pastor Matt, was offered twice weekly (virtually on Wednesday afternoons, and in-person on Wednesday evenings). [In addition, Grace hosted the rite of confirmation for the Finnish Lutheran congregation on Sunday, April 27.]
- **Middle School Mentor Program** – The Mentor Program this year was coordinated by Pastor Friederike.
- **Youth Group** – Trevor Boe (fall semester) and Pastor Matt (spring semester) met weekly on Wednesday evenings with the Youth Group, in addition to holding occasional outings.
- **Rally Day** – The programming year started with the usual Rally Day festivities on Sun-





day, September 8, 2024. Many thanks to Church Council, who provided the food.

- **Apple Fest** – As part of the effort to hold a congregational event at least monthly, CYFT hosted a new event, Apple Fest on Sunday, September 29. Members brought apple-containing food for a potluck, and we celebrated all things apple with apple tasting, games and other activities, and books.
- **Halloween Trunk-or-Treating** – Church and preschool families joined together for trunk-or-treating in the parking lot on Friday, October 25, 2024. Trunk-or-treaters visited about fifteen decorated cars, did guessing jars, ate lots of pizza, and generally had fun
- **Advent Festival** – Advent Festival was held on Sunday, December 1, 2024. We ate soup, assembled Advent wreaths and care packages for college students (thanks to Mariel Spengler and Gerrie Phillips for coordinating that project), created lots of crafts, and enjoyed lefse made by high school youth.
- **Sunday School Christmas Program** - The Sunday School Christmas program, coordinated by Pastor Friederike, was presented during the late service on Sunday, December 15, 2024. The program included participants of all ages, including several adults!
- **Bunco and Bites** – On Sunday, January 12, 2025, CYFT host-

ed an after church Bunco game, and potluck where we invited members to bring dishes beginning with the letter “B”.

- **Palm Sunday** – Activities for all ages were available in the narthex and on the narthex patio between services on Palm Sunday, April 13, 2025.
- **First Communion Class** – We did not have a communion class this year. If you are interested in learning more about communion in the Lutheran context, this is a regular part of our Holy Week at Grace. Hands on activities including baking communion bread help to develop a deeper understanding. Although aimed at children who are showing an interest in communion, this class is for all ages and experience levels.
- **Easter Breakfast/Easter Egg Hunt** – Pastor Matt and Anna Girsén coordinated another successful Easter Breakfast hosted by the Youth Group, and Pastor Friederike coordinated the Easter Egg Hunt hosted by middle school youth was held in Brown Hall and the courtyard on Easter Sunday, April 20, 2025.
- **Bunco de Mayo** – CYFT hosted a second successful Bunco game, this time with potluck food starting with the letter “M” on Sunday, May 4, 2025.
- **Senior Quilt Sunday** – Five high school seniors were recognized on June 1, 2025 with the gift of a quilt lovingly designed specifically for them by our amazing quilting group.





- **Mt Cross Retreats/Camp** – Eight elementary and middle school kids attended a retreat at Mt Cross November 8-10, 2024, and three high school youth attended the Senior High Retreat at Mt Cross in February 21-23, 2025. Both retreats were run by the Sierra Pacific Synod Youth Committee (SPSYC) Board, which included five of our youth (Saana Ahonen, Sophia Buttler, Margaret Choquette, Annika Kulawik, and Charlotte Lungren). At the high school retreat, Saana Ahonen, Sophia Buttler, Margaret Choquette, and Annika Kulawik were re-elected, and Sara van Valkenburg was elected to the SPSYC Board for 2025-2026. Four children attended an amazing, fun-filled week of camp at Mt Cross during the week of June 15-20.
- **High School Summer Trip** – Nine high school youth traveled in July to Lutheridge Camp in Asheville, North Carolina for a week of service and fun.

Mission Projects

During 2024-2025 Sunday School offerings supported Book Nook (200 new and gently used books were donated for children in hospitals and underserved pre-

schools), One Warm Coat (lots of coats collected), and Rise Against Hunger/South Palo Alto Food Closet (both non-perishable food and money). In addition, we tried something a little different after Easter, and encouraged Sunday School families to offer their service to God's creation by picking up trash in the neighborhoods, which was brought to church and sorted (trash/recycling/compost). Finally, thanks to the generosity of our entire congregation, we supported Ecumenical Hunger Program with our Dollars for Turkeys monies this year, and the Angel Tree provided holiday gifts for 100 people identified by Ecumenical Hunger Program.

Looking Ahead

We are beyond excited to have Emily King-Nobles join the staff at Grace, and to work with her on ministry to children and youth. We are eagerly looking forward to finding out how fresh eyes and new ideas will enhance an already vibrant ministry for children/youth of all ages and families in all configurations! As always, but especially this year, we are grateful for our amazing staff who truly value ministry to children, youth, and families!



Senior Ministry



This year was a great year for Connections Café under the auspices of the Senior Ministry Committee. Generally, we met twice a month on the second and fourth Thursdays in the newly renovated Emmaus Room. For each gathering we provided a mix of healthy and sweet snacks along with Coffee and Tea. Our gatherings were often seasonally festive, offering holiday foods and décor.

We collaborated with Grace Lutheran Preschool teachers Felicity and Gina and were blessed with many visits from the afternoon class of students. The children visited us on Grandparents' Day, Halloween, Thanksgiving, Christmas, Valentine's Day, and a meeting with the kids in May. We often exchanged treats or gifts and/or sang songs with the children accompanied by Mary Carlson on the piano.

In January, we made Valentine cards for the preschoolers and for the women at Heart and Home Collaborative women's shelter. It was such a pleasure to see folks create and visit while making something meaningful for our community.

We had a variety of speakers give talks as well, including Daniel Dietrick who spoke about Prop 19 and "New Tax Laws and Your Options" relating to selling your home and the implications for taxes. This was graciously arranged by Gerrie Phillips our own real estate expert here at Grace.

Pastor Matt came to speak with us on a few occasions to provide updates on church staffing, particularly in regard to the new Youth and Family Ministry position. In February, Tim Getz gave us a presentation on his sabbatical which was met with an enthusiastic attendance. Lee Taubeneck presented a slide show talk on his travels to Japan at our last gathering in May which brought in a good number of regulars and occasional visitors to see the Japanese adventure.

We had a field trip in the spring to the Palo Alto Junior Museum and Zoo. This outing was met with great success and many regulars, occasional visitors, and a few newcomers came to this fun event. We followed up by chatting and eating at the picnic tables at nearby Rinconada Park with snacks graciously provided by Pastor Friederike. We plan on having more speakers and more field trips in the coming Grace church year and have already organized at least one speaker!

Our transportation needs for those unable to drive themselves were met organically through member-to-member contact with friends and peers providing rides. We were blessed to have such a wonderful team of volunteers who helped with this and who steadily helped with set-up, clean-up, and bringing food to share. All in all, it was a really lovely year for the newly named Connections Café where you can have a coffee, chat, and learn something new!



Committee Members:

Kay Marie Ferguson, Chair
Pastor Friederike Wekel
Lee Taubeneck
Geri Horsma
Marjorie Khosrovi



Stewardship

Committee Members:

Marilyn Aden, co-chair

Carol Ezrati, co-chair

Susan Koepfgen

Don McElravy

Eric Mellum

Erik Rausch

Pastor Matt Smuts

The Stewardship Committee's major activity is the yearly pledge campaign. Pledging allows the Finance Committee to more accurately predict and budget for the coming program year which begins on July 1.

The Pledge Campaign for 2025-26 was held a little earlier in the program year to assist the Church Council and Finance Committee in determining priorities for the new program year. The top priority to employ a full-time Director of Children, Youth, and Young Adult Ministry was achieved before the new program year.

Other priorities for 2025-26 include:

- » Normal staff increases
- » Increasing capacity for Community Life
- » Continuing to invest in the music program
- » Work toward increasing our benevolence to pre-pandemic levels

The Stewardship Committee is also focused on education and service of our Christian community. A discipline of stewardship is observable everyday through time and talent generously given by Grace members in service to Grace. The Stewardship Committee is energized by and thankful for a sense of excitement, anticipation, and participation here at Grace.



Social Ministry



Thank you to all the members of Grace as we work to help others through our local and global ministries. Each week, every month, and throughout the year, we devote many volunteer hours; gather food, diapers and blankets; prepare meals for the unhoused; and recycle plastics and batteries.

Through our Annual Budget, Capital Campaign and Endowment Fund, we provide vital support for these mission partners:

- » Ecumenical Hunger Program
- » South Palo Alto Food Closet
- » Bread for the World
- » Rise Against Hunger
- » CROP Hunger Walk
- » Dar al-Kalima University / Bright Stars of Bethlehem
- » Global Refuge (formerly Lutheran Immigration & Refugee Service)
- » Heart & Home Collaborative
- » Lutheran Center & Clinic in Juba South Sudan
- » Reconciling Works
- » Mt. Cross
- » California Lutheran University
- » Pacific Lutheran Theological Seminary
- » ELCA Sierra Pacific Synod

During the year, we hosted a number of our mission partners at worship and adult education—we plan to continue next year.

Thank you Members of Grace. Please talk with any of us if you are interested in joining our work!

Committee Members:

Bruce FitzGerald, chair
Christopher Dunlap
Mary Hanna-Weir
Dale Loepp
Martha Meyer
Pastor Matt Smuts





Grace Outdoors

Committee Members:

Ann Alexander
Christopher Dunlap
Gail Rogers

Grace Outdoors, now two years old, successfully sponsored multiple well-attended hikes and other outdoor activities this year, attracting an increasingly broad spectrum of Grace members and friends. The group has offered activities at a range of levels, from short moderate hikes to more challenging climbs. Here is a recap of our adventures:

- *September 2024: Stanford dish.* The Dish is a Grace Outdoors fan favorite, and this year was no exception as we led a crowd on a moderate-level walk around the Dish trails near sunset, before heading out for the traditional post-hike brew.
- *October 2024: Bioluminescence paddle and Pulgas Ridge.* In early October, we led a small contingent to Tomales Bay (which had been rescheduled from June due to weather) where we paddled out to view the eerie and spectacular bioluminescence. Later in the month, we did a short sunset hike at Pulgas Ridge in the hills above Redwood City, another repeat favorite.
- *November 2024: Windy Hill.* We led a hardy group on a 7.5 mile trek to the top of Windy Hill, and were rewarded with spectacular views of the Bay most of the way back down.
- *February 2025: Mt. Umunhum.* An intrepid band of hikers (including Pastor Friederike) made it to the top of historic Mt. Umunhum in the Sierra Azul preserve, one of the highest peaks in the Santa Cruz mountains and home to sacred Native American spaces, much wildlife, and an iconic radar tower.
- *March 2025:* Guest leader Andy Ferguson led a relaxed and scenic 7-mile hike through Palo Alto's own Foothill park.
- *April 2025:* We took in peak wildflower season with a short sunset hike at Palo Alto's other premier park, the dog-friendly Arastradero preserve.
- *May 2025:* Grace Outdoors capped off our year with an all-expense paid trip to beautiful Angel Island. The trip included a moving tour of the mid-century immigrant detention barracks on the island, followed by a choice of hiking to the top of the island—with an unforgettable 360° panorama of the entire Bay Area and all of its bridges—or taking the shady perimeter route full of peaceful beauty.

We were fortunate that only one hike, Andy's planned outing to Rancho San Antonio in December, had to be cancelled due to inclement weather.

Grace Outdoors is led by Ann Alexander, Chris Dunlap, and Gail Rogers, with well-loved contribution from guest leader Andy Ferguson. We are also sponsored by an Endowment Fund grant which allowed us to pay expenses for the Angel Island trip.

GRACE OUTDOORS





Property

Committee Members:

Mary Cravens (co-chair)

Mark Cravens (co-chair)

Scott Bandy

Tom Cutler

Bruce FitzGerald

Doug Hohbach

Barbara Larsen

Stephen Madsen

Don McElravy

Gerrie Phillips

Lee Taubeneck

Pastor Matt Smuts

Greetings from your friendly neighborhood Property Committee! We've had a busy and productive year and are looking forward to some of the new projects made possible by your generous contributions to the latest Capital Campaign. Since last July, we have made a lot of progress around campus and with the new condominium bequeathed by Joanie Caroon. Here are some highlights:

- Major repairs to the leaky steeple, which were just completed!
- For the Education building (classrooms and Emmaus Room): newly cleaned, filled, and polished concrete floors
- New carpet and meeting tech in the Library
- New carpet tiles and cabinetry for the Chapel space
- Refurbishing the old Mini-Infant Center into the new Emmaus Room including fresh paint, new carpet tiles, new cabinetry, appliances, tables, audio-visual, and artwork
- Updating the Youth Room with new carpet, updated audio-visual gear, and fresh paint
- Renovation of the Caroon condo including fresh paint, steam cleaned floors, new appliances, fresh landscaping, and updated water heater and other fixtures

Moving forward into the next year, major projects include relandscaping the courtyards and repairing the parking lot cracks.

The Property Committee would like to take this opportunity to express our deep gratitude to the congregation for all your participation and support. We are truly blessed to be able to carry out this work and ministry with your unflagging backing. Thank you all!



Endowment



The Endowment Fund is meant to be visionary, supporting the mission of Grace Lutheran Church now and for the long term. Our fund is invested with the ELCA Endowment Fund Pooled Trust. The valuation of our fund as of June 30, 2025 was \$949,687, up from the June 30, 2024 valuation of \$854,381 based on market appreciation and member contributions. In addition to these financial assests, this last year we were gifted with a condominium in Mountain View by Joanie Caroon through her estate planning, as well as a substantial

gift for organ upgrades from Don Zepp.

Each year the Endowment Committee calculates the available funding for grants, which is not to exceed 5% of the past three years average market values for our fund. Under the Council approved guidelines, 50% of the available grant goes to the Grace Operating Budget, up to 25% goes to internal Grace-related grants, and up to 25% to external grants sponsored by Grace members or the ELCA. This year we distributed \$15,909 to the Operating Budget, \$7,495 to internal grants and \$7,495 to external grants. The grant submission was through MyGrace online. We will be requesting feedback from the internal and external grant recipients by December 31, 2024 on the use of the funds received.

The internal grants were:

- \$495 for a Flat Screen TV for the Youth Room
- \$2000 for the Grace Preschool to purchase scooters & trikes for the 2 year olds
- \$2000 for new lighting for the worship service
- \$1000 for new Christmas lights and displays
- \$2000 for a large laminator for the office to produce church signage and promotions

The external grants were:

- \$3500 for the ELCA Global Refuge, formerly Lutheran Immigration. & Refugee Services
- \$3200 for the Manzanita Works (Philanthropic Ventures Foundation) for 2 e-bikes
- \$1254 for the First Place for Youth non- profit that supports young adults

We also referred a grant request for Holden Village to the Stewardship Committee for potential benevolence funding from Capital Campaign 4. We are most blessed for this opportunity to serve Grace Lutheran Church and our community with these gifts.

The Legacy Society is the group of people who have or intend to contribute to the Grace Lutheran Church Endowment Fund. **To join the Legacy Society please inform a member of the Endowment Committee, or the Church Office of your intention to include Grace Lutheran Church in your estate plan.**



Committee Members:

Barbara Erickson, (chair)
Steve Baird (council rep)
Chris Logan
Erik Rausch
Pastor Matt Smuts

The Legacy Society:

Autumn and Gary* Bea
Barbara Behling*
Amrette and Jerry Butler**
Joanie Caroon*
Miriam Casey
Mary and Mark Cravens
Kathy and Bruce FitzGerald
Marianna and Robert Kraus**
Chris and Dan* Logan
Andrew Mellows
Martha Meyer
Dr. Norman Olson*
Dr. Donald Ostrus*
Gretchen Rauch
Aarika and Ryan Riddle
Rev. Cora Scheel*
Carol and Donald Scifres
Jim Thissell*
Ans and David* Vroom
Hylke Wiersma*
Karin and Rev Randall* Wilburn
Janet and Stewart Wobber**
Barbara and Donald* Zepp

**deceased*



2024/2025 Income/Expense Summary

Finance Committee Members:

Eric Brudos, Treasurer
 Bruce FitzGerald
 Yvonne Baur
 Susan Choquette
 Max Siegel
 Russ Yarp
 Pr. Matt Smuts

2024/2025 Fiscal Year End Total

	Actual	Budget	over (under) Budget	% of Budget
Revenue				
40 Regular Income	824,099	819,250	4,849	100.59%
41 Other Income	37,177	35,050	2,127	106.07%
Total Revenue	\$861,276	\$854,300	\$ 6,976	100.82%
Expenditures				
50 Pastoral Ministry	264,756	268,358	-3,602	98.66%
51 Administration	128,741	128,027	714	100.56%
52 Building & Grounds	128,391	129,450	-1,059	99.18%
53 Worship & Music	151,505	147,421	4,084	102.77%
54 Education	7,825	8,500	-675	92.06%
55 Additional Programs & Ministry	80,670	73,111	7,559	110.34%
56 Other Expenses	14,990	15,978	-988	93.82%
57 Budgeted Missions	82,408	81,925	483	100.59%
Total Expenditures	\$859,285	\$852,770	\$ 6,515	100.76%
Net Revenue	\$ 1,991	\$ 1,530	\$ 461	130.13%

June 30, 2025 Balance Sheet

	TOTAL
ASSETS	
Current Assets	
Bank Accounts	
1000 Checking/Wells Fargo	265,954.07
1101 Wells Fargo Business Savings	13,062.62
1110 Chase	0.00
1115 ELCA Federal Credit Union - Checking	149,608.53
1120 ELCA Federal Credit Union - Savings	291,345.29
Total Bank Accounts	\$719,970.51
Other Current Assets	
1200 ELCA Foundation Fund	949,686.93
1205 Accounts receivable misc.	0.00
1206 Prepaid Expenditures	2,715.25
Total Other Current Assets	\$952,402.18
Total Current Assets	\$1,672,372.69
Fixed Assets	
1400 Land	19,249.08
1450 Buildings	471,976.85
1460 Narthex & Parking lot (2017-18)	3,244,967.77
1500 Parsonage	1,329,539.12
1550 Furniture & Fixtures	39,882.93
1600 Pipe Organ	39,709.93
1650 Grand Piano	17,244.22
1700 Carillon Bells	6,365.07
1750 Technology Equipment	10,734.47
1800 Improvements - Phase I	161,697.83
1850 Improvements - Phase II/Patio	85,003.00
Total Fixed Assets	\$5,426,370.27
Other Assets	
1250 Mission Investment Fund	52,537.05
Total Other Assets	\$52,537.05
TOTAL ASSETS	\$7,151,280.01
LIABILITIES AND EQUITY	
Liabilities	
Current Liabilities	
Accounts Payable	\$0.00
Credit Cards	\$7,251.23
Other Current Liabilities	\$0.00
Total Current Liabilities	\$7,251.23

June 30, 2024 Balance Sheet

	TOTAL
Long-Term Liabilities	
2100 Mortgage	2,028,023.38
2120 Pre-paid next year pledge	91,492.00
25 Designated Funds	0.00
2500 Social Ministry Funds	0.00
2500.1 Social Ministry - General	311.92
2500.2 ELCA Disaster Fund	0.00
2500.3 So. Palo Alto Food Closet	0.00
2500.4 World Hunger ELCA	0.00
2500.5 Palestine	0.00
2500.7 Mission Investment Income	7,011.77
2500.8 International Relationship Fund	366.87
2500.9 ELCA Malaria	0.00
Total 2500 Social Ministry Funds	7,690.56
2501 Ostrus Family Trust Fund	56,304.28
2504 Parsonage Rental Exp Fund	0.00
2505 Sabbatical Savings Fund	-3,407.09
2508 Rental Deposit Fund	7,845.46
2510 Maintenance Contingency Fund	11,002.69
2520 Music Fund	7,671.18
2526 Children, Youth, & Family Funds	0.00
2526.1 General Youth Fund	500.00
2526.2 Annual Youth Trip	0.00
2526.3 Youth Retreats	-1,050.00
2526.4 Sunday School Fund	656.61
2526.5 Day Camp	820.82
2526.6 CYF Postition Fund	35,728.28
Total 2526 Children, Youth, & Family Funds	36,655.71
2528 Pastors' Fund	0.00
2529 Fellowship Fund	811.52
2532 Seminary Scholarship Fund	10,353.22
2533 Lutheran College Scholarships	0.00
2535 Special Projects	0.00
2535.6 Labyrinth Fund	10,840.00
2535.7 Organ Fund	61,540.00
Total 2535 Special Projects	72,380.00
2536 Audio / Visual Fund	6,843.91
2537 Capital Campaign Funds	0.00
2537.1 Capital Campaign Fund I	0.00
2537.2 Capital Campaign Fund II	0.00
2537.3 Capital Campaign Fund III	0.00
2537.4 Capital Campaign Fund IV	0.00
2537.41 Capital Campaign 4 - Income	
2537.411 Capital Campaign 4 - Giving	460,153.62
2537.412 Capital Campaign 4 - St. Claire Rental Income	37,450.00
2537.413 Capital Campaign 4 - CC3 Balance	28,087.18

June 30, 2025 Balance Sheet

	TOTAL
Total 2537.41 Capital Campaign 4 - Income	525,690.80
2537.43 CC4 Debt Servicing	-93,450.00
2537.44 CC4 - Projects	
2537.441 CC4 Courtyard Landscaping	-5,200.00
Total 2537.44 CC4 - Projects	-5,200.00
2537.46 St. Claire Expenses	-9,793.12
2537.47 Campaign Expenses	-54,932.79
Total 2537.4 Capital Campaign Fund IV	362,314.89
Total 2537 Capital Campaign Funds	362,314.89
2538 Memorial Fund	1,432.26
2546 Preschool In and Out	0.00
2546.1 Preschool Payroll	0.00
2546.2 Preschool Tuition, Fees, & Donations	0.00
Total 2546 Preschool In and Out	0.00
2548 Retreats, Events, Trips	0.00
2548.1 Retreats	460.00
2548.2 Events	887.30
2548.3 Trips	-500.00
Total 2548 Retreats, Events, Trips	847.30
2550 Misc. In & Out	50.00
2550.1 Misc	11,946.28
2550.10 Special Gift Fund	376.31
2550.4 Seasonal	0.00
2550.5 Quilts for Grads	0.00
Total 2550 Misc. In & Out	12,372.59
2554 CMT In & Out	0.00
Total 25 Designated Funds	591,118.48
2600 Other Funds	
2601 Mission Investment Fund	50,064.97
2602 Endowment Fund	970,686.93
2602.23 Endowment Grants - 2023	-19,724.98
2602.24 Endowment Grants - 2024	307.88
2602.25 Endowment Grants - 2025	5,000.00
Total 2602 Endowment Fund	956,269.83
Total 2600 Other Funds	1,006,334.80
Total Long-Term Liabilities	\$3,716,968.66
Total Liabilities	\$3,724,219.89
Equity	
3000 Undesignated Funds	-1,000.00
3010 Unrestrict (retained earnings)	-8,120.37
3450 Opening Bal Equity	3,434,189.44
Net Revenue	1,991.05
Total Equity	\$3,427,060.12
TOTAL LIABILITIES AND EQUITY	\$7,151,280.01

2024/2025 Year End Detail

2025/2026 Proposed Budget

	2024/2025 Budget	2024/2025 Actual	2025/2026 Proposed Budget	% increase (decrease)
Revenue				
40 Regular Income				
4000 Envelopes	\$ 800,000	\$ 807,971	\$ 808,000	1.0%
4010 Plate Offering	\$ 16,000	\$ 13,668	\$ 16,000	
4030 Lent	\$ 250	\$ 340	\$ 250	
4040 Easter	\$ 1,500	\$ 1,320	\$ 1,500	
4050 Thanksgiving	\$ 250	\$ 200	\$ 250	
4060 Christmas	\$ 1,250	\$ 600	\$ 1,250	
Total 40 Regular Income	\$ 819,250	\$ 824,099	\$ 827,250	1.0%
41 Other Income				
4140 Other Revenue				
4140.2 Thrivent Choice	\$ 1,500	\$ 1,945	\$ 2,000	33.3%
4140.4 ENDOWMENT GRANT	\$ 15,500	\$ 15,909	\$ 17,000	9.7%
4140.5 OSTRUS GRANT				
Total 4140 Misc. revenue	\$ 17,000	\$ 17,854	\$ 19,000	11.8%
4160 Facility Use				
4160.1 Regular Facility Use	\$ 12,000	\$ 13,390	\$ 14,000	16.7%
4160.2 Special Facility Use	\$ 6,000	\$ 5,500	\$ 7,000	16.7%
Total 4160 Facility Use	\$ 18,000	\$ 18,890	\$ 21,000	16.7%
4170 Interest Income	\$ 50	\$ 433	\$ 500	900.0%
Total 41 Other Income	\$ 35,050	\$ 37,177	\$ 40,500	15.5%
Total Revenue	\$ 854,300	\$ 861,276	\$ 867,750	1.6%
Expenditures				
50 Pastoral Ministry				
5000 Senior Pastor				
5005 Salaries / Housing / SS Allow	\$ 137,787	\$ 137,787	\$ 141,921	3.0%
5010 Pensions / Medical & Dental	\$ 46,602	\$ 47,390	\$ 48,000	3.0%
5020 Auto/Cell Phone Reimburse	\$ 2,100	\$ 600	\$ 1,100	-47.6%
5020.1 Auto expenses				
5020.2 Cell Phone expense				
Total 5020 Auto/Cell Phone Reimburse	\$ 2,100	\$ 600	\$ 1,100	-47.6%
5030 Professional Expenses	\$ 800		\$ 800	
5050 Continuing Education	\$ 1,000		\$ 1,000	
5051 Equity Fund Expense	\$ 5,258	\$ 5,258	\$ 5,416	3.0%
Total 5000 Senior Pastor	\$ 193,547	\$ 191,034		-100.0%
5055 SABBATICAL FUND	\$ 3,600	\$ 3,600	\$ 2,400	-33.3%
5060 Guest Preachers	\$ 1,300	\$ 1,065	\$ 1,300	
5080 Associate Pastor				
5080.1 Assoc Pastor Salary/Housing	\$ 61,902	\$ 61,902	\$ 63,759	3.0%
5080.2 Assoc Pastor Benefits	\$ 6,809	\$ 6,654	\$ 7,013	3.0%
5080.3 Professional Expenses/Cont Ed	\$ 1,200	\$ 500	\$ 1,200	
Total 5080 Associate Pastor	\$ 69,911	\$ 69,056	\$ 71,972	2.9%
Total 50 Pastoral Ministry	\$ 268,358	\$ 264,756	\$ 273,909	2.1%

2024/2025 Year End Detail

2025/2026 Proposed Budget

	2024/2025 Budget	2024/2025 Actual	2025/2026 Proposed Budget	% increase (decrease)
51 Administration				
5100 Salary/Admin. Manager				
5100.1 Admin. Manager	\$ 63,958	\$ 64,726	\$ 65,877	3.0%
5105 FICA/Admin. Manager	\$ 4,893	\$ 4,755	\$ 5,040	3.0%
5106 Benefits/Admin. Manager	\$ 21,426	\$ 22,293	\$ 12,524	-41.5%
Total 5100 Salary/Admin. Manager	\$ 90,277	\$ 91,774	\$ 83,440	-7.6%
5109 Payroll Service Fees	\$ 4,250	\$ 4,700	\$ 4,800	12.9%
5115 Office Supplies	\$ 5,000	\$ 4,598	\$ 5,000	
5120 Copier				
5121 Copier Maintenance/Supplies	\$ 500	\$ 631	\$ 500	
5122 Copier Lease	\$ 9,250	\$ 9,182	\$ 9,250	
Total 5120 Copier	\$ 9,750	\$ 9,813	\$ 9,750	
5130 Postage	\$ 3,000	\$ 3,582	\$ 3,000	
5140 Advertising	\$ 3,000	\$ 1,377	\$ 3,000	
5150 Computer/Communication Expenses				
5150.1 Internet/Phone	\$ 4,300	\$ 4,624	\$ 4,700	9.3%
5150.2 Software	\$ 3,150	\$ 2,209	\$ 2,500	-20.6%
5150.3 Hardware	\$ 1,500	\$ 3,132	\$ 1,500	
5150.4 Audio/Visual	\$ 1,200	\$ 921	\$ 1,000	-16.7%
Total 5150 Computer Expenses	\$ 10,150	\$ 10,887	\$ 9,700	-4.4%
5180 Dues & Fees	\$ 400		\$ 400	
5190 Misc. Expenses				
5190.1 Bank Fees	\$ 7,000	\$ 6,147	\$ 7,000	
5190.2 Misc. Office Expenses		\$ 563		
Total 5190 Misc. Expenses	\$ 7,000	\$ 6,710	\$ 7,000	
5195 Admin Cost Share-Preschool	\$ (4,800)	\$ (4,700)	\$ (5,121)	6.7%
Total 51 Administration	\$ 128,027	\$ 128,741	\$ 120,969	-5.5%
52 Building & Grounds				
5200 Janitorial Services	\$ 16,000	\$ 13,485	\$ 16,000	
5230 Garden / Landscape Maint	\$ 10,000	\$ 10,280	\$ 10,500	5.0%
5240 Insurance				
5240.1 Workers Comp	\$ 2,000	\$ 3,835	\$ 4,000	100.0%
5240.2 Liability Insurance	\$ 28,000	\$ 28,203	\$ 34,652	23.8%
Total 5240 Insurance	\$ 30,000	\$ 32,038	\$ 38,652	28.8%
5250 Janitorial Supplies	\$ 4,000	\$ 2,808	\$ 3,500	-12.5%
5260 Property Taxes	\$ 1,750	\$ 1,581	\$ 1,750	
5270 Repairs & Maintenance	\$ 21,000	\$ 21,000	\$ 22,000	4.8%
5280 Utilities	\$ 51,500	\$ 51,898	\$ 53,000	2.9%
5299.1 B & G Cost Share-Preschool	\$ (4,800)	\$ (4,700)	\$ (5,178)	7.9%
Total 52 Building & Grounds	\$ 129,450	\$ 128,390	\$ 140,224	8.3%
53 Worship & Music				
5300 Salaries Worship and Music				
5300.1 Salary/Director-Music Ministry	\$ 67,779	\$ 70,040	\$ 83,577	
5300.2 Salary/Dir-Music w/Chld&Youth	\$ 9,000	\$ 9,000	\$ 9,000	
Total 5300 Salaries	\$ 76,779	\$ 79,040	\$ 92,577	
5305 FICA / Worship & Music				

2024/2025 Year End Detail

2025/2026 Proposed Budget

	2024/2025 Budget	2024/2025 Actual	2025/2026 Proposed Budget	% increase (decrease)
5305.1 FICA/Director - Music Ministry	\$ 5,185	\$ 5,264	\$ 6,394	
5305.2 FICA/Director - Music w/Chld Youth	\$ 689	\$ 689	\$ 689	
Total 5305 FICA / Worship & Music	\$ 5,874	\$ 5,952	\$ 7,082	
5306 Benefits/Dir-Music Ministry	\$ 36,286	\$ 34,664	\$ 24,180	
5310 Continuing Education	\$ 1,000	\$ 1,000	\$ 1,000	
5300 Salaries Worship and Music	\$ 119,939	\$ 120,655	\$ 124,839	4.1%
5320 Music	\$ 1,500	\$ 1,484	\$ 1,500	
5330 Organ, Piano & Carillon	\$ 2,500	\$ 4,314	\$ 3,000	20.0%
5340 Bulletins & Printed Materials	\$ 1,100	\$ 1,638	\$ 1,500	36.4%
5350 Altar Guild Supplies	\$ 750	\$ 689	\$ 750	
5370 Special Worship Materials	\$ 2,200	\$ 2,876	\$ 2,500	13.6%
5372 Audio/Visual Support	\$ 2,800	\$ 3,472	\$ 5,000	78.6%
5375 Substitute Musician	\$ 1,000	\$ 475	\$ 1,000	
5380 Instrumentalists	\$ 2,000	\$ 1,800	\$ 2,250	12.5%
5382 Sunday Child Care	\$ 3,300	\$ 3,769	\$ 3,750	13.6%
5383 Choir Section Leaders				
5383.1 Choir Section Leader	\$ 14,652	\$ 12,936	\$ 14,500	-1.0%
5383.2 Music Fund Offset	\$ (4,320)	\$ (2,604)	\$ (3,750)	-13.2%
Total 5383 Choir Section Leader	\$ 10,332	\$ 10,332	\$ 10,750	4.0%
Total 53 Worship & Music	\$ 147,421	\$ 151,505	\$ 156,839	6.4%
54 Education				
5400 Children's Education				
5400.1 Confirmation	\$ 500	\$ 429	\$ 750	50.0%
5400.2 Children's Education	\$ 4,000	\$ 4,416	\$ 4,500	12.5%
Total 5400 Children's Education	\$ 4,500	\$ 4,845	\$ 5,250	16.7%
5415 Retreats			\$ 1,000	
5420 Adult Education	\$ 1,000	\$ 1,749	\$ 1,000	
5430 Devotional Material	\$ 750	\$ 1,131	\$ 1,000	33.3%
5440 Library	\$ 2,250	\$ 100	\$ 2,250	
Total 54 Education	\$ 8,500	\$ 7,825	\$ 10,500	23.5%
55 Additional Programs & Ministry				
5500 Fellowship				
5500.1 Event Support	\$ 3,300	\$ 4,578	\$ 3,300	
5500.2 Food - Regular	\$ 9,000	\$ 9,849	\$ 9,000	
5500.3 Food - Special	\$ 1,000	\$ 3,075	\$ 1,000	
5500.4 Supplies	\$ 1,500	\$ 1,823	\$ 1,500	
5500.5 Other	\$ 700	\$ 582	\$ 700	
5500.6 Fellowship Fund - Offset	\$ (5,500)	\$ (5,500)	\$ (5,500)	
Total 5500 Fellowship	\$ 10,000	\$ 14,408	\$ 10,000	
5505 Social Ministry	\$ 250	\$ 40	\$ 250	
5520 Pastor's Discretionary Fund				
5525 Endowment	\$ 500		\$ 500	
5530 Stewardship	\$ 1,500	\$ 1,529	\$ 1,500	
5546 Youth Ministry	\$ 4,000	\$ 7,847	\$ 4,000	
5547 Youth Trip Chaperones	\$ 1,000	\$ 1,000	\$ 1,250	25.0%
5548 Youth Worker \$25/hr	\$ 48,000	\$ 48,000		-100.0%

2024/2025 Year End Detail 2025/2026 Proposed Budget

	2024/2025 Budget	2024/2025 Actual	2025/2026 Proposed Budget	% increase (decrease)
5550 Salary/Dir. Children, Youth & Young Adult Ministry	\$ 5,822	\$ 5,822	\$ 48,000	724.5%
5555 Benefits / DCYYAM	\$ 1,594	\$ 1,579	\$ 11,500	621.5%
5560 FICA / DCYYAM	\$ 445	\$ 445	\$ 6,426	1342.8%
5561 Cell Phone Reimburse / DCYYAM			\$ 600	
5565 Continuing Ed/Extravaganza / DCYYAM			\$ 1,500	
Condo HOA & Property Taxes			\$ 18,500	
Condo Income Tax Offset			\$ 12,000	
DCYYAM Position Fund Offset			\$ (18,500)	
Ostrus Parsonage Fund Offset			\$ (19,000)	
Total 5550 Salary/Dir. Children, Youth & Young Adult Ministry	\$ 7,861	\$ 7,846	\$ 61,026	
Total 55 Additional Programs & Ministry	\$ 73,111	\$ 80,670	\$ 78,526	7.4%
56 Other Expenses				
5605 Parsonage Property Taxes	\$ 978	\$ 1,041	\$ 1,100	12.5%
5610 Parsonage / Maint & Repairs	\$ 4,000	\$ 6,560	\$ 4,500	12.5%
5611 Parsonage Utilities	\$ 6,000	\$ 6,349	\$ 6,500	8.3%
5635 Conference Fees	\$ 5,000	\$ 1,039	\$ 3,500	-30.0%
Total 56 Other Expenses	\$ 15,978	\$ 14,990	\$ 15,600	-2.4%
57 Budgeted Missions	\$ 81,925	\$ 82,408	\$ 86,861	6.0%
5700 ELCA				
5715 Bread For the World				
5720 South Palo Alto Food Closet				
5735 Ecumenical Hunger Program				
5746 ReconcilingWorks				
5750 Mt. Cross Camp				
5762 California Lutheran University				
5763 PLTS				
5775 Bright Stars of Bethlehem				
5780 Lutheran Img. & Refugee Service				
5785 Habitat for Humanity				
Total 57 Budgeted Missions	\$ 81,925	\$ 82,408	\$ 86,861	6.0%
Total Expenditures	\$ 852,770	\$ 859,285	\$ 883,428	3.6%
Net Operating Revenue	\$ 1,530	\$ 1,991	\$(15,678)	

2021-2024 Capital Campaign 3 Generations of Grace



	2021/2022	2022/2023	2023/2024	2024/2025	CC3 Totals
Total Pledges: \$1,024,283					
Receipts:					
Gifts Received	579,091	237,748	111,009	9,240	937,088
St. Claire rental income	47,250	64,100	64,200	26,750	202,300
Total Receipts	\$ 626,341	\$ 301,848	\$ 175,209	\$ 35,990	\$1,139,389
Disbursements:					
Projects	12,378	231,158	111,610	64,849	419,994
MIF Mortgage	105,145	160,200	160,200	66,750	492,295
Campaign costs	34,507	-	-	-	34,507
St. Claire Maint/Repairs	2,503	3,616	3,912	865	10,896
St. Claire Prop Tax	13,954	14,236	14,407	7,312	49,910
Benovelence	-	56,250	-	37,611	93,861
Labyrinth Refurbishment Fund				9,840	9,840
Total Disbursements	\$ 168,486	\$ 465,460	\$ 290,130	\$ 187,227	\$1,111,303
			balance transferred to CC4	\$ 28,087	



2024-2027 Capital Campaign 4

Growing Together in Grace

	2024/2025	CC4 Totals
Total Pledges: \$1,199,865		
Receipts:		
Gifts Received	460,154	460,154
St. Claire rental income	37,450	37,450
Transferred from CC3	28,087	28,087
Total Receipts	\$ 525,691	\$ 525,691
Disbursements:		
Projects	5,200	5,200
MIF Mortgage	93,450	93,450
Campaign costs	54,933	54,933
St. Claire Maint/Repairs	2,481	2,481
St. Claire Prop Tax	7,312	7,312
Benovelence	-	-
Other	-	-
Total Disbursements	\$ 163,376	\$ 163,376
Capital Campaign Funds		\$ 362,315



Grace Lutheran Preschool
Profit & Loss Budget vs. Actual
 July 2024 through June 2025

Bank Account Balance as of 7/1/24		\$121,636.45				
			TOTAL			
			Jul '24 - Jun 25	Budget	\$ Over Budget	% of Budget
Income						
	1-Tuition					
	1-Tuition - Annual	29,177.50	29,650.00	-472.50	98.41%	
	1-Tuition - Monthly	126,155.95	179,702.00	-53,546.05	70.2%	
	1-Tuition - Quarterly	56,990.00	53,148.00	3,842.00	107.23%	
	Total 1-Tuition	212,323.45	262,500.00	-50,176.55	80.89%	
	2-Summer Camp	11,842.00	31,950.00	-20,108.00	37.06%	
	3-Registration Fees	2,240.00	1,920.00	320.00	116.67%	
	3-Registration Fees - Summer	249.00	1,200.00	-951.00	20.75%	
	4-Earthquake Kits	144.00	192.00	-48.00	75.0%	
	4-Materials Fee	3,200.00	4,000.00	-800.00	80.0%	
	6-Donations	327.00	0.00	327.00	100.0%	
	7-Fundraisers					
	1-Grants	9,500.00	0.00	9,500.00	100.0%	Classroom Flooring & Outdoor Play Equipment
	2-eScrip	48.18	0.00	48.18	100.0%	
	5 Bake Sale	47.00	0.00	47.00	100.0%	
	Total 7-Fundraisers	9,595.18	0.00	9,595.18	100.0%	
	8-Interest Income					
	Checking Interest	21.92	0.00	21.92	100.0%	
	Savings Interest	71.04	0.00	71.04	100.0%	
	Total 8-Interest Income	92.96	0.00	92.96	100.0%	
	8-Tuition Express Offset	400.00	450.00	-50.00	88.89%	
	Other Income	780.00	0.00	780.00	100.0%	Preschool Fair Registraton Fees (not attendees)
	Total Income	241,193.59	302,212.00	-61,018.41	79.81%	
Expense						
	1-Compensation					
	1-Co-Director/Teacher (FT)					
	A-Co-Director Salary (FT)	15,964.58	17,280.00	-1,315.42	92.39%	12 month position
	B-Teacher Salary (FT)	49,483.62	52,140.00	-2,656.38	94.91%	10 month position
	C-Benefits (FT)	18,761.60	19,200.00	-438.40	97.72%	
	D-FICA (FT)	5,006.78	4,894.31	112.47	102.3%	
	Total 1-Co-Director/Teacher (FT)	89,216.58	93,514.31	-4,297.73	95.4%	
	2-Co-Director/Teacher (30 hrs)					
	A-Co-Director Salary (30 Hrs)	9,360.48	17,280.00	-7,919.52	54.17%	12 month position
	B-Teacher Salary (30 Hrs)	39,272.70	34,560.02	4,712.68	113.64%	10 month position
	C-Co-Director Benefits (30 hrs)	3,199.80	17,600.00	-14,400.20	18.18%	
	D-FICA (30 Hrs)	3,720.48	3,564.80	155.68	104.37%	
	Total 2-Co-Director/Teacher (30 hrs)	55,553.46	73,004.82	-17,451.36	76.1%	
	3-Teachers					
	B-Teacher Salary (20 Hrs x2)	3,870.00	52,800.00	-48,930.00	7.33%	
	D-FICA (20 Hrs x2)	296.05	3,672.00	-3,375.95	8.06%	
	Total 3-Teachers	4,166.05	57,972.00	-53,805.95	7.19%	

Grace Lutheran Preschool
Profit & Loss Budget vs. Actual
 July 2024 through June 2025

		TOTAL				
		Jul '24 - Jun 25	Budget	\$ Over Budget	% of Budget	
	4-Summer Camp					
	A-Summer Teacher Full Time	5,498.18	4,740.00	758.18	116.0%	1 month - June Only
	B-Summer Teacher (30 Hrs)	3,927.27	3,141.82	785.45	125.0%	1 month - June Only
	C-Summer Teacher (20 hrs x2)	0.00	4,800.00	-4,800.00	0.0%	
	D-FICA	721.05	1,192.71	-471.66	60.46%	1 month - June Only
	Total 4-Summer Camp	10,146.50	16,274.53	-6,128.03	62.35%	
	5-Treasurer					
	A-Treasurer	4,200.00	4,200.00	0.00	100.0%	12 month position
	B-FICA	321.25	360.00	-38.75	89.24%	
	Total 5-Treasurer	4,521.25	4,560.00	-38.75	99.15%	
	6-Workers' Comp	6,606.77	13,679.44	-7,072.67	48.3%	
	7-Substitutes					
	A-Substitute Pay	22,356.50	11,000.00	11,356.50	203.24%	
	B-FICA	1,710.29	880.00	830.29	194.35%	
	Total 7-Substitutes	24,066.79	11,880.00	12,186.79	202.58%	
	8-3% EOY Bonus	0.00	4,400.00	-4,400.00	0.0%	
	Payroll Expenses	1,298.00	1,450.00	-152.00	89.52%	
	Setup	0.00	1,700.00	-1,700.00	0.0%	
	Total 1-Compensation	195,575.40	278,435.10	-82,859.70	70.24%	
	2-ProCare	869.00	960.00	-91.00	90.52%	Administrative Software
	3-Administrative Support	3,600.00	3,600.00	0.00	100.0%	
	3-Grace Buildings & Grounds	6,000.00	6,000.00	0.00	100.0%	
	4-Supplies					
	Consumable (Parent Coffees)	826.88	4,300.00	-3,473.12	19.23%	
	Curriculum/Classroom Supplies	4,856.12	7,000.00	-2,143.88	69.37%	
	First Aid/Emergency Supplies	0.00	270.00	-270.00	0.0%	
	Office Supplies	251.28	780.00	-528.72	32.22%	
	Summer Camp Supplies	561.37	1,500.00	-938.63	37.43%	
	Total 4-Supplies	6,495.65	13,850.00	-7,354.35	46.9%	
	4-Tuition Express Fees	451.31	590.00	-138.69	76.49%	Online Tuition Payment System
	6-Advertising/Marketing	934.76	3,000.00	-2,065.24	31.16%	
	7-Equipment/Appliances					
	Classroom/Office Equipment	261.93	1,650.00	-1,388.07	15.88%	
	Playground Equipment	1,756.19	500.00	1,256.19	351.24%	
	Total 7-Equipment/Appliances	2,018.12	2,150.00	-131.88	93.87%	
	8-Capital Improvements	3,500.00	6,000.00	-2,500.00	58.33%	Removal of large outdoor structure
	9-Licensing					
	Fingerprinting	0.00	300.00	-300.00	0.0%	
	Licensing Fees	1,537.00	1,200.00	337.00	128.08%	
	Total 9-Licensing	1,537.00	1,500.00	37.00	102.47%	
	Gifts/Appreciation					
	School Events	615.73	300.00	315.73	205.24%	
	Total Gifts/Appreciation	615.73	300.00	315.73	205.24%	
	Memberships/Subscriptions	454.99	400.00	54.99	113.75%	
	Miscellaneous	0.00	0.00	0.00	0.0%	
	Other Expenses	790.79	0.00	790.79	100.0%	Preschool Fair Table Rental & Advertising

Grace Lutheran Preschool
Profit & Loss Budget vs. Actual
 July 2024 through June 2025

				TOTAL			
				Jul '24 - Jun 25	Budget	\$ Over Budget	% of Budget
			Professional Development				
			Classes/Conferences	89.70	600.00	-510.30	14.95%
			CPR	590.98	600.00	-9.02	98.5%
			Total Professional Development	680.68	1,200.00	-519.32	56.72%
			Repairs/Maintenance				
			Gardeners	2,400.00	2,400.00	0.00	100.0%
			Janitorial Fees	14,820.00	14,400.00	420.00	102.92%
			Pest Control	0.00	1,200.00	-1,200.00	0.0%
			Repairs	60.00	3,000.00	-2,940.00	2.0%
			Total Repairs/Maintenance	17,280.00	21,000.00	-3,720.00	82.29%
			Staff Planning Lunches	228.74	600.00	-371.26	38.12%
			Telephone	180.00	180.00	0.00	100.0%
			Tuition Refund	3,145.50	0.00	3,145.50	100.0%
							\$1,800 = 2023-2024 Tuition Refund
			Total Expense	244,357.67	339,765.10	-95,407.43	71.92%
			TOTAL NET INCOME	-3,164.08	-37,553.10	34,389.02	8.43%
			Balance in Bank Accounts on 6/30/25	\$72,400.17			

Identity & Guiding Principles



When they saw him, *they worshipped him*; but some doubted. And Jesus came and said to them,

“All authority in heaven and on earth has been given to me. Go therefore and make disciples of all nations, baptizing them in the name of the Father and the Son and of the Holy Spirit, and teaching them to obey everything that I have commanded you. And remember, I am with you always, to the end of the age.”

MATTHEW 28:17-20

Identity

Grace Lutheran Church is called to be an inviting and diverse Christian community, embracing our Lutheran tradition in ways that are faithful and innovative, that makes disciples through worship, education, and service to all creation.

Guiding Principles

- **Worship**—Grace Lutheran Church is called to be, first and foremost, engaged in Christ-centered worship. Worship is the common experience in our community that leads us toward lives of grace. Our sacramental and liturgical worship engages all of our senses and embodies the best of our tradition. We seek to bring all of these values to bear in ways that are inspired, relevant, and respect our past.
- **Evangelism**—Grace Lutheran Church is called to embody Christ-like hospitality in all that we do. We seek to always be open to the neighbor and the stranger. We are called to actively reach out to the wider community in all of its diversity with the good news of Christ, and go beyond simple greetings to make a place in our midst for all.
- **Discipleship**—Grace Lutheran Church is called to make people of all backgrounds disciples of Christ. Each individual's faith journey is nurtured in community through spiritual formation, education, and fellowship. This pilgrimage is undertaken by disciples of all ages and stages here at Grace and shared with the wider church and world.
- **Social Ministry**—Grace Lutheran Church is called to participate in God's life-changing work with our hands, our resources, and our voices. God's love compels us to action that benefits people, communities, and creation from our backyard to all the world. As a congregation, we seek to engage our sisters and brothers of other faith traditions to join us in this work.

