

# ROSEVILLE LUTHERAN CHURCH COUNCIL MINUTES

Date: February 20, 2020

1) Call to Order by Mike Dolan at 7:00 pm.

2) Devotional / Shared Prayer lead by

3) Quorum established.

Members present: Carrie Hefte Hanton, Mike Dolan, Jessica Henry, Mary Peterson, Mike Tostengard, Dave Werner, Joe Zeigler

Members absent: Heather Awad, Scott Roste

Others present: David Booms, Laurel Hofeldt, Sara Spohr, Lauren Wrightsman

4) Approval of Agenda

Motion to approve by Zeigler. Second Henry. Approved unanimously.

5) Approval of prior month's minutes

Motion to approve by Tostengard. Second Peterson. Approved unanimously.

6) Monthly Staff Reports

a) Finance - Laurel Hofeldt [3]

b) Senior Pastor - Lauren Wrightsman [15]

c) Associate Pastor - Sara Spohr

d) Church Administrator - David Booms [6]

7) Development Strategy Task Force Update - Joe, Dave, Lauren [11]

8) Committee Reports

a) Mission & Outreach- Heather

b) Endowment - Carrie

c) Children- Mary [9]

d) Youth & Family- Mike

e) Adult Ed- Pastor Sara / Dave

f) Christian Life- Scott

g) Nominating- Joe

Nominating committee is actively seeking candidates for open positions.

In past years, there have been 9 members on the Endowment Committee. Last year, there were no new members assigned to Endowment, though 3 member terms ended, leaving 6 members on the committee for 2019-2020. The terms for 3 of the 6 people currently serving will end this year.

Zeigler made a motion to add 3 members to Endowment Committee for the term serving September 2020 through August 2022, keeping the total at 6 for the coming year. Dolan second. Motion approved.

9) Items for Discussion

10) New Business

11) Upcoming dates

# ROSEVILLE LUTHERAN CHURCH COUNCIL MINUTES

- a) Next council meeting March 19, 2020, 7:00 pm
- b) Stewardship for All Seasons, Sunday March 29, noon

## 12) Adjournment

Move to adjourn by Henry. Second by Hefte-Hanton. Approved.

## 13) Closing prayer

[#] indicates page number of detailed report in addendum.

## February Council Report

Laurel Hofeldt, Director of Finance & Data  
February 19, 2020

- 1) Action Items in Progress / Pending
  - a. Follow-up and analysis of Advancing our Mission 2020 efforts. Many of those who indicated their intent to increase donations or become online sustainers need to be contacted for follow-through. Pastor Lauren has sent out handwritten notes to all those who turned in an Intent card or are online sustainers, asking them to consider an increase in giving.
  - b. Shelby database – Staff is moving forward in the following areas:
    - i. Adding the Accounts Receivable module for invoicing Child Care fees, Preschool tuition, Building Use/Hospitality billing and Wedding/Funeral payments. In order to process automatic payments for Child Care and Preschool recurring payments, I am working with North Star Bank to set up ACH withdrawals and authorization forms to be completed by child care and preschool parents.
    - ii. Volunteer Sign-up and Tracking for worship volunteers and Dorothy Day meals. This will allow us to centralize volunteer history within our database and post volunteer opportunities on the RLC member portal, where people are used to going for online giving, event registration, etc.
  - c. Stewardship for All Seasons – Attended first meeting on January 30 along with Pastor Lauren and Daniel Pederson.
  - d. Development Strategy Task Force continues to meet twice a month – see Pastor Lauren’s report to Council.
- 2) Action Items Completed:
  - a. 2019 Records of Giving sent to all donors the last week of January
  - b. Employee W-2 and contractor 1099s processed for 2019
  - c. January Month-End Summary and Statement of Operations are attached.
- 3) Questions for the council to address. Do any require council vote?

**Roseville Lutheran Church  
January 2020 Month-End Financial Summary**

<b>Church Operations 2019-2020</b>						<b>Prior Year</b>	
	January <u>Actual</u>	January <u>Budget</u>	YTD <u>Actual</u>	YTD <u>Budget</u>	YTD <u>Variance</u>	2019 January <u>Actual</u>	2018-2019 YTD <u>Actual</u>
Offering	128,903	139,117	805,290	903,242	<b>-97,952</b>	135,869	874,978
Other receipts	<u>7,068</u>	<u>17,910</u>	<u>77,344</u>	<u>81,970</u>	<u>-4,626</u>	<u>11,615</u>	<u>73,801</u>
<b>Total Receipts</b>	135,972	157,027	882,634	985,211	-102,578	147,484	948,780
<b>Expenses</b>	141,887	144,936	989,525	989,268	257	131,371	934,750
<b>Net</b>	-5,916	12,092	<b>-106,891</b>	-4,057	-102,834	16,113	14,030

<b>Number of Givers 2019-2020</b>					<b>Prior Year</b>	
	January		YTD through January		2018-19 YTD Thru Jan	
	<u># Givers</u>	<u>Avg Giving</u>	<u># Givers</u>	<u>Avg Giving</u>	<u># Givers</u>	<u>Avg Giving</u>
<b>General Fund</b>	408	\$ 281	621	\$ 1,174	659	\$ 1,199
<b>Bldg Designated</b>	59	\$ 57	93	\$ 400	109	\$ 376
<b>Christmas Offering</b>	7	\$ 58	285	\$ 145	259	\$ 153
<b>Mission &amp; Outreach</b>	10	\$ 131	144	\$ 279	130	\$ 263
<b>Memorials/Estate</b>	1	\$ 25	37	\$ 1,857	55	\$ 170
<b>Other Designated</b>	6	\$ 90	169	\$ 139	116	\$ 247
<b>EF/Love Lights</b>	1	\$ 500	70	\$ 203	97	\$ 51
<b>All Other</b>	1	\$ 10	9	\$ 53	16	\$ 49
<b>Total</b>	421	\$ 287	785	\$ 1,216	798	\$ 1,188

<b>Fund Balances 01/31/2020</b>		
<b>Available Cash &amp; Short-Term Investments</b>		373,805
<b>Designated/Restricted Funds:</b>		
Building Fund		34,659
Mission & Outreach		53,253
Kitchen Fund		24,538
Memorials		35,573
Matching Funds		14,183
Estate Gifts		105,492
<u>Other Funds</u>		<u>134,357</u>
<b>Total Designated/Restricted</b>		<b>402,056</b>
<b>Child Care:</b>	Current Yr	<b>-13,774</b>
<b>Preschool:</b>	Current Yr	<b>4,254</b>
<b>Operating Fund:</b>	Current Yr	<b>-106,891</b>

<b>Endowment Fund</b>		
	Cash	181
	<u>Investments</u>	<u>553,088</u>
	<b>Total</b>	<b>553,269</b>

**Roseville Lutheran Church Statement of Operations FY 2019-2020**  
**As of January 31, 2020**

	Actual YTD	Var. Actual to YTD Budget %	YTD Budget
<b>RECEIPTS</b>			
Total Offerings	805,290	89.16%	903,242
Other Income & Receipts	77,344		81,970
<b>TOTAL RECEIPTS</b>	<b>882,634</b>	<b>89.59%</b>	<b>985,211</b>
<b>BUSINESS EXPENSE &amp; COMPENSATION</b>			
Staff Salaries	548,155		541,418
Staff Benefits	109,872		116,242
Business Expense	6,431		4,900
<b>TOTAL BUSINESS EXPENSES &amp; COMPENSATION</b>	<b>664,458</b>	<b>100.29%</b>	<b>662,560</b>
<b>TOTAL WORSHIP &amp; PRAYER</b>	<b>13,161</b>	<b>103.59%</b>	<b>12,705</b>
<b>TOTAL MISSION &amp; OUTREACH</b>	<b>46,155</b>	<b>90.14%</b>	<b>51,206</b>
<b>TOTAL EDUCATION &amp; CHILDREN</b>	<b>9,714</b>	<b>94.39%</b>	<b>10,292</b>
<b>TOTAL YOUTH &amp; FAMILY MINISTRIES</b>	<b>12,719</b>	<b>98.62%</b>	<b>12,897</b>
<b>TOTAL CHRISTIAN LIFE</b>	<b>40,358</b>	<b>93.83%</b>	<b>43,012</b>
<b>TOTAL PROGRAM MINISTRIES</b>	<b>122,107</b>	<b>93.85%</b>	<b>130,112</b>
<b>SUSTAINING/BUSINESS MANAGEMENT</b>			
Stewardship & Online Giving	8,848		10,291
Bank Fees, Insurance, Payroll Processing	23,490		25,507
Office Support, Computer/Network, Council	22,562		22,150
Communications, Printing, Publishing, Mailings	23,227		22,733
<b>TOTAL BUSINESS MANAGEMENT</b>	<b>78,127</b>	<b>96.84%</b>	<b>80,680</b>
<b>PROPERTIES &amp; BUILDINGS</b>			
Utilities	44,514		40,618
Cleaning & Maintenance	27,278		25,129
Grounds & Parking Lots	9,999		8,260
HVAC, Lighting & Security, Vehicles	9,169		8,033
Mortgage & Building Projects/Improvements	33,872		33,875
<b>TOTAL PROPERTIES &amp; BUILDINGS</b>	<b>124,832</b>	<b>107.69%</b>	<b>115,915</b>
<b>TOTAL SUSTAINING MINISTRIES</b>	<b>202,959</b>	<b>103.24%</b>	<b>196,595</b>
<b>TOTAL EXPENSES</b>	<b>989,525</b>	<b>100.03%</b>	<b>989,268</b>
<b>RECEIPTS OVER/UNDER EXPENSES</b>	<b>-106,891</b>		<b>-4,057</b>

# Council Report for Feb. 202 Meeting

Submitted By: Dave Booms-Church Administrator

## Department Name: Administration

Prepared By: Dave Booms, Church Administrator

### Summary of activities that have occurred since the last monthly report.

- Continuing to manage Community groups/individuals' rental needs
- Assisting Project Home Lead with registrations and volunteer background checks.
- Assisting CYF staff with background checks, Proof of Insurance, etc for Summer 2020

### Summary of upcoming events, or issues that the Church Council should be aware of:

- Please note the highlighted item in Bruce's report.
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## Department Name: Facilities

Prepared By: Bruce Pelava, Campus Manager

### Summary of activities that have occurred since the last monthly report.

- We are moving forward with the remodel work in the lobby. Securing comparative pricing for cabinetry and furnishings.
- The mural was taken down and stored. (Thank you to the scouts who took part in the moving and storing of the lumber.)
- Snowfall and freezing rain were problematic for plowing and deicing.
- Security company corrected a problem with a door sensor.
- The commons carpet was steam cleaned.
- Ark alley was readied for the Project Home.
  - The quilting ladies have agreed to make some curtains for the classrooms in Ark Alley. These rooms are also used for Project Home in February. A big thank you to them.
- Repairs and updates to the Day Care House

### Summary of upcoming events, or issues that the Church Council should be aware of:

- On February 10, one of the forced air furnaces providing heat to the Great hall and Heritage Hall failed. Service was done based on the error codes. We were unable to get the unit back on line.

# Council Report for Feb. 202 Meeting

Submitted By: Dave Booms-Church Administrator

Apollo Heating was called and their service Tec dismantled the burner section and used a camera to inspect the heat exchanger.

- He found the exchanger to have holes in it thus he RED TAGGED the unit.
- The cost to repair the unit:
- Heat exchanger provided under warranty. \$0.0
- Labor to remove old and reinstall new.....\$1171.00
- Rebate from Carrier..... \$300.00
- Net Cost to us.....\$871.00
- A contract was made with Apollo to implement the repairs.
- The work should be completed by weeks end.

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## Department Name: Communications

Prepared by Daniel Pederson, Communications Manager

### Summary of activities that have occurred since the last monthly report.

- Website and Facebook editing
- pRAISE RLC Planning meeting. Leading the communications team of staff/executive.
- Attended "Stewardship for all Seasons" Cohort meeting with Pastor Lauren and Laurel Hofeldt. This is the beginning of an 18-month set of meetings and plans for enhancing Stewardship efforts at RLC.
- TABLE is in production for March-April-May edition

### Summary of upcoming events, or issues that the Church Council should be aware of:

- Looking ahead to Lent (Ash Wednesday is Feb. 26) New themes and visuals are being developed.
- Continuing plans for spring pRAISE RLC fund raising campaign.
- Working on optimizing the Worship Production Specialist (Brad Clark) duties/workflow, and support the recruitment and training of Worship Media volunteers. (Interested? See Daniel or Brad!)

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Department Name: Hospitality

Prepared By: Connie Marchio, Hospitality Manager

# **Council Report for Feb. 202 Meeting**

**Submitted By: Dave Booms-Church Administrator**

Summary of activities that have occurred since the last monthly report.

- Provided a luncheon for three funerals
- Catered three internal and one external group meetings

Summary of upcoming events, or issues that the Church Council should be aware of:

- Preparing for Lenten Soup Suppers.
  - Council Member service support greatly welcomed.
- Four external group catering events in the works.



# ROSEVILLE LUTHERAN CHURCH

## MONTHLY MINISTRY TEAM AND COMMITTEE LIAISON REPORT

Date of Church Council meeting: 2-20-20

Committee or Ministry Team Name: Children's ministry

Prepared By: Julie Hanson & Mary Peterson

Date of the last meeting: 2.6.20

### **Summary of topics discussed, and activities that have occurred since the last meeting:**

**Serve Sunday** - Bridging recap – successful Serve Sunday dresser build, kitchen bundles and cleaning kits for clients of Bridging.

**Milestones celebrated at RLC and in homes:** Lord's Prayer workshop for 25 1<sup>st</sup> Graders was this last Sunday. Parent writes words with children drawing symbols on pillowcases. Purpose is to teach the kids about prayer and the Lord's Prayer, but also get conversations in the homes around this.

Discussion around: What can we also do that can impact how a family lives their faith at home? (3<sup>rd</sup> Grade Bibles, First Communion, etc.) Physical reminders help parents share faith with kids at home. Consider giving 3-4 year olds – preschool Bible; youth handing down Bibles > confirmation to 3<sup>rd</sup> grade bibles; 3<sup>rd</sup> graders give preschool Bible (when we reach that point), music.

Something to ponder – many families choose not to give two hours on Sunday. Worship or Cornerstone; not both. Brainstorming ideas on how to address:

- Redesign church service cadence to accommodate not having a separate education hour.
- Offer one Express church service – 30/45 minutes vs. an hour
- Relevant topics for parents 10:10 hour. Smaller space with coffee/doughnuts. Chance to mingle/community with a little bit of structure. Build off of weekly newsletter content i.e. how to raise kids without entitlement.

**February 9 :** Cornerstone Shepherd Refresh and Refuel event. Filling up our volunteers. Swag bags were given to each participant thanks to a Thrivent grant. Marlaine Maahs will be doing yoga with the group. Tana Bogenholm will be doing a presentation on the effects of social media; how to start a conversation, make eye contact, etc...

### **Summary of upcoming events, or issues that the Church Council should be aware of:**

**Serve Sunday will be March 1<sup>st</sup>** to benefit Keystone; big need is hygiene items. Travel size = Toothpaste, toothbrushes, soap, shampoo & conditioner & deodorant. Keystone doesn't need rice from us as they get it now from the government.

**April 1: Children's Ministry serves at Lenten Dinner from 5-7 pm** Please set aside time on your calendar to volunteer. This is a family event so please have your children join you!

**June 15-19: Vacation Bible School 45 kids and 6 volunteers registered so far.**

**July 7-9: Camp Salie 6 Kids registered so far.**

Spring Family Picnic: Sunday, **April 26<sup>th</sup>** Put this on your calendar!

**Does the group have any questions, or concerns to bring to the Council? Is there anything the Council, or staff can do to assist the group?**

Not at this time.



*"Love God. Love your neighbor. A community united by grace."*

## Development Strategy Task Force Charter

### Purpose

To develop a comprehensive, cohesive, sustainable funding framework to support current and future Roseville Lutheran Church ministries.

### Roles and Responsibilities

The Development Strategy Task Force will serve in an advisory capacity to the Church Council. The task force will work collaboratively with staff, volunteers and committees responsible for the stewardship needs of our congregation. The DSTF will assess current and future financial needs of Roseville Lutheran Church, identify potential revenue sources, and create a comprehensive, cohesive, sustainable funding plan. The Stewardship team can provide background in nonprofit fundraising best practices, religious giving trends, and the history of RLC stewardship over the last 7 years.

### Areas of Focus

- **Explore and evaluate** RLC's current stewardship practices, staffing and communication regarding our ministry and financial needs.
- **Designate** areas of financial and stewardship practices that support our vision and mission and are to be sustained.
- **Seek out opportunities** to launch new initiatives and practices for stewardship and mission advancement.
- Designate areas in our stewardship and ministry plans that need to be **released**.
- **Create a vision** of potential staffing and communication to ensure continued growth in giving and stewardship practices, including an evaluation of our church constitution and supporting documents for Endowment, Mission and Outreach, etc.
- **Present findings and recommendations** to RLC council.

### Key Deliverables

- List of Development practices that should be sustained and launched, e.g. Spring Campaign
- List of Stewardship practices that should be sustained and launched, e.g. Begin a basic budgeting class
- Comprehensive listing of current annual funding needs, capital needs, long term needs to sustain a high- quality ministry (include financial information, and timeline to raise funds)
- Link development practices to funding needs
- Recommendations on how Council, Endowment, Stewardship, and staff should be structured and coordinated to fundraise effectively
  - For example:
  - Council will run the spring campaign, mission advancement will advise
  - Endowment will seek funds for an endowed position

## Members

**Senior Pastor** - Lauren Wrightsman

**Associate Pastor** - Sara Spohr

**Vice President of the church council** – Joe Zeigler (co-chair)

**Council Representative** – David Werner (co-chair)

**Director of Finance and Data** – Laurel Hofeldt

**Endowment Committee member** – Kathy Peters Martell

**Mission Advancement Committee member** – Greg Johnson

**Congregational members** – Rebecca Field, Bill Metzger, Kevin Hansen

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## Development Strategy Task Force February 2020 – Council Report

- 1) **Explore and evaluate** RLC's current stewardship practices, staffing and communication regarding our ministry and financial needs

The task force began meeting in September 2019 and has met twice a month. The DSTF has spent significant time in evaluation and exploring current stewardship practices, staffing and communication of needs, including:

- Discussing our current staffing structure
- Engaging in conversation with Mission Development past chairs (Sarah Richter and Trupti Storlie) to understand the history of stewardship at RLC
- Evaluating our current constitution and committee structure
- Evaluating our current system of stewardship (Fall campaign, special asks and appeals, Endowment activity, Spring campaign)
- Entering into the *Stewardship for All Seasons* contract for 15 months of guidance and support in areas of Stewardship
- Beginning a "Winter season" ask that focuses on sustained giving
- Interviewing Development Directors at area metro churches

- 2) **Designate** areas of financial and stewardship practices that support our vision and mission and are to be sustained

While the work of the task force is not complete, there is a general understanding among the task force that the work of the previous Stewardship committee has strengthened and supported RLC's ministries over the course of their guidance during the past seven years. The Stewardship committee is on *hiatus* as the work of the task force continues. There is also a general feeling that our current system of "asks" is generally healthy and should continue.

Areas to be sustained:

- Fall stewardship campaign
- Winter season general fund appeal (January – March)
- Spring "special ask" appeal – largely done over Facebook and social media
- Senior Pastor involvement in seeking out matching gifts for the spring appeal

3) **Seek out opportunities** to launch new initiatives and practices for stewardship and mission advancement

At this time (February 2020), the task force submits to council the recommendation to **explore and evaluate the need for a full time *Director of Development* to assist in education, support and encouragement for a variety of stewardship needs.** What follows is the:

- a) Explanation of need and the work of the task force in recommending this position
- b) General job description
- c) Estimated cost and recommendations for support
- d) Council leadership and direction

**A) Explanation of need and the work of the task force in recommending this position**

The task force understands that the stewardship needs of the church are ongoing and cumulative. The work that is done in the fall stewardship campaign directly influences the culture and climate of special asks and appeals. None of these activities happen in a vacuum and are dependent on the communication of an over-arching theme and vision, as well as telling the story of our mission and ministries.

The task force recommends a full-time *Director of Development* for the following reasons:

- 1) Organization, coordination and leadership of all stewardship asks. Including but not limited to:
  - a. Fall campaign
  - b. Growth in endowment
  - c. Special appeals (FMSC, Youth Fundraiser, etc.)
  - d. Spring appeal
- 2) Continuity of message to create seamless ways to grow in giving
- 3) Creating a culture where we aren't afraid to discuss finances and ministry needs
- 4) Education and encouragement for members of all ages to see their gifts as important and sustaining

**B) General job description**

The Director of Development position would engage in the following

- 1) Fostering conversations with members for major donor gifts
- 2) Educate and encourage planned giving and tax-wise giving
- 3) Lead the team of volunteers for the fall campaign and spring appeal
- 4) Set goals for mission advancement
- 5) Tell the story of the mission and ministry of RLC and how gifts support and encourage our ministries
- 6) Support and encourage the stewardship and endowment committees
- 7) Meet individually with donors

**C) Estimated cost and recommendations for support AND**

## D) Council leadership and direction

THESE are the areas I would like to discuss with the task force at our February 18<sup>th</sup> meeting

For example:

- Clarification of Endowment (% interest earned going towards the salary)
- Internal Loan?
- Identify “3 tiers” of support (full support, partial support, and no support)
- Time line of hiring
- How to communicate to congregation

## Project Proposal for Renovation of RLC's Upper Lobby

February 1, 2020

Project Manager: Bruce Pelava, Campus Manager

**Purpose:** For the past 12 months there has been concerted effort and conversation to begin reconstruction of the Upper Lobby. At present, this area is underutilized and serves more as a hallway than a gathering place. The remodel provides an opportunity to create a gathering space for all members of RLC, but specifically a place for the youth and young parents to gather, work and relax.

### Participants:

- The *Design Committee* has been involved in many aspects of this project. Over the course of the last months they have approved the general design of the space, met with a furniture consultant to discuss the styles and fabrics of the furniture, as well as discuss the size and amount of tables, chairs, etc.
- *Campus Manager*, Bruce Pelava and *Senior Pastor*, Lauren Wrightsman have also been involved in the ongoing discussions.
- The plans have also been discussed with *RLC staff* throughout the various stages - especially our Children's, Youth and Family staff as this is the area of ministry that will be utilizing the space most frequently.
- *Executive Committee* has also been kept abreast of the project.
- *RLC members* with the use of a "comments white board" and casual conversations

**History:** Pastor Lauren first discussed the project over two years ago as a possibility for creating a gathering space for youth and adults. Eighteen months ago she had member Eric Lagerquist write up a design proposal for the project. Over the past year this design proposal has been taken up by the Design Committee. Design Committee member Dot Probst put the final touches on the design. In fall of 2019, the Design Committee began consultation with *Commercial Furniture Services* to begin work on estimating the cost of the furnishings for the project. Campus Manager, Bruce Pelava, received bids for the deconstruction and reconstruction costs of the project.

Deconstruction and Reconstruction of Upper Lobby - July 1, 2020

- Phase I:** Hard sided tables, chairs and desk for Upper Lobby - July 2020  
**Phase II:** Soft sided chairs and end tables for Upper Lobby- November 2020  
**Phase III:** Furniture for mezzanines in Commons Area - July 2021

**Cost Estimates**

**Deconstruction and Reconstruction of Upper Lobby  
July 1, 2020**

Remove existing carpet and adhesive. Installation of new flooring	\$6,800.00
Custom build coffee bar. Installation included	\$4,350.00
Wall rebuilding and miscellaneous materials	\$1,000.00
Demolition cost - 20 yard dumpster	\$300.00
Electrical changes	\$1,500
<b>Total</b>	<b>\$13,950.00</b>
Service and Labor Fees	0.0

**Phase I: Hard sided tables, chairs and desk for Upper Lobby  
July 2020**

1 Cafe Height Table (Hi-top)	\$1,379.71
8 barstools (\$257.44 each)	\$2,059.52
4 Square tables (\$465.69 each)	\$1862.76
16 Avalon chairs (\$226.15 each)	\$3,618.40
Reception Desk	\$1,734.46
Fees	\$2,088.81
<b>TOTAL</b>	<b>\$12,743.66</b>



**Phase II: Soft sided chairs and end tables for Upper Lobby  
November 2020**

6 Composium Curve Seating Club chairs (\$1014.50 each)	\$6,087.00
2 round tables	\$717.17
<b>TOTAL</b>	<b>\$6,804.17</b>

**Phase III: Furniture for mezzanines in Commons Area  
July 2021  
To be determined....**

**Cost for demolition and rebuild and Phase I of furniture for Upper Lobby**

\$13,950  
+ \$12,744  
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\$26,694

**Payment Proposal:**

\$20,000      Special gifts (2 donors)  
\$ 2,000      Endowment fund gift (October 2019)  
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\$22,000

Seeking \$5000 in Endowment funds in May 2020 or special gifts





