SERVICES OF WORSHIP FOR DECEMBER & JANUARY

December 22 Advent IV
8:30 a.m. - typical service - Rev. Amy McCullough preaching
10:00 a.m. - Traditional Festival of Nine Lessons and Carols, fashioned after the King’s College service with nine scripture lessons followed by either an anthem by one of the choirs or a congregational hymn

December 24 Christmas Eve
4:00 p.m. Family Service
with music by the Youth and Children’s Choirs
9:00 p.m. Candlelight Communion Service
Music by the Chancel Choir accompanied by string quartet

December 25 Christmas Day worship at 10:00 a.m.

December 29 One Service 10:00 a.m. - Pastor Dane Wood preaching

January 5 - Epiphany

January 12 - Baptism of the Lord
[see E-Notes or the website for details]

YEAR-END CONTRIBUTIONS PER AUDITORS: One of the 2019 goals of Grace’s Finance Committee was to conduct a financial audit. Undergoing a regular review of financial records and procedures is a best practice of any organization. An audit that focused on internal controls within our financial policies and procedures was conducted several years ago, but an audit examining our financial receipts and disbursements had not happened in many years. So earlier in the year, Grace’s Finance Committee contracted with the firm Katz, Absoch, Windsheim, Gershman & Freedman, P.A. to conduct an audit of Grace’s year-end financial statement for 2018. Katz Absoch completed the majority of its work by October, met with members of the Finance Committee, along with the Chair of the Trustees, and then submitted its final report in early November. In addition to affirming our financial records, the auditors offered some recommendations to improve our financial system, which are being carefully reviewed by the Finance Committee for implementation in 2020. One of the recommendations involves the timely recording of member year-end contributions. We encourage members to have year-end contributions into the church office by or before December 30, 2019. Per IRS standards, any contributions by mail postmarked December 31, 2019 or earlier will be considered a 2019 contribution.
“Love God. Do Good. Grow in Grace”

We celebrate those who have pledged in support of our 2020 operating budget

Thank you to all members and friends of Grace Church who have made a pledge to our 2020 Operating Budget. Your faithfulness and commitment glorifies God and makes ministries of Christian growth, nurture and mercy possible.

As of December 3, 2019, we have received 98 commitment cards, totaling $306,010 toward our 2020 budget.

- Joseph & Mary Aikins-Afful
- Kitty Allen
- Janet Ander
- Patsy Andrews
- Elaine Baruwa & Chiadi Onyike
- Carolyn Benfer
- Jane Benson
- Linda Benson & Sue Williams
- Nancy Blackstone
- Francette Boling
- Barbara Bond
- Pat Boughter
- David Brock
- Catherine Buffington
- John Casey & Marie Yeh
- Ed & Bonnie Caster
- Bud & Susan Clark
- Nancy Cornbrooks
- Mimi Corry
- Kathleen Cosgrove
- Ann Dahl
- Joseph Dandy
- Jack & Maureen Danz
- Bruce Eicher
- Burt & Linda English
- Todd English
- Norma Faby
- Frank Fiske
- Jim Fitzgerald
- John Ford
- Richard Frank
- Doris Franklin
- Ed & Anna Mae Frederick
- Dick Fulton
- John & Judy Gillan
- Marcia Gleckler
- Lee Gough
- Amanda Graham & Thomas Gaeng
- Walter & Claire Greenhouse
- Larry & Anne Griffith
- James Heckman
- Carl Hickey
- Casey Humbyrd & Kent Grasso
- Wendy Iglehart
- Kelly Jackson
- George Kahl
- John & Francie Keenan
- Brian & Sandy Kick
- Cath LaCosta
- Michael & Amy Madsen
- Amy & Chris McCullough
- Mike & Kristen McGuire
- Bob & Sharon McIntire
- Kathie Metz
- Thomas Moore
- Irene Moses
- Helen Mosher
- Stephen & Kathryn Mullan
- Nila Murray
- Sara Mullan Navarro
- Priscilla Newton
- Patrick Onley
- Steve & Kelly Painter
- June Peterson
- Ryan & Michelle Riddle
- Gregory Ruff
- Al & Vicki Saxon
- Bob & Elaine Schaefer
- Doug & Allegra Schmidt
- Wayne & Shannon Schmidt
- Chris Schroeder
- Alan & Nancy Seitz
- Kevin & Biz Shaner
- Lynne & Norman Sharpe
- Dorothy Shindle
- Jack & Jean Smith
- Ron & Tanya Speedalere
- Chuck & Barbara Starkey
- Lee & Wilma Starkey
- Gordon & Joanie Stetz
- Scott & Suzanne Stevens
- Gil Streeks
- Walter & Hyesun Stuart
- Walt & Marguerite Stucki
- Andrew Trofatter
- Rex & Kristin Turner
- Pat Volker
- Susan Wallace
- Nancy Webb
- Tom & Lois Wellener
- Jeaneen Wingate
- Dane & Megan Wood
- Marilyn Workman
- 6 Unnamed pledges

SPECIAL GIFTS

We acknowledge with gratitude the following special gifts made in memory of ELEANOR “ELLIE” MEGRAW by Dick Frank (Endowment Fund) Ed Caster Kitty Allen (Altar Guild Fund) to celebrate CLAIRE GREENHOUSE as a 5-year cancer survivor by Ed Caster

ALTAR FLOWERS for January

1st Sunday - Doris Franklin* and Janet Ander
2nd Sunday - Lee Gough* (1 or 2) and - - - - - -
3rd Sunday - Susan Wallace (2)
4th Sunday - - - - - - - - - - - - - - - - - - - -

Please contact Claire Greenhouse if you are interested in remembering someone by sponsoring an altar flower arrangement - 410-337-7407 or aschoolrn@verizon.net
Over the past year my pastoral work at Grace has focused on discipleship, the church's administration and structure, and long-term visioning. A sub-committee of the Trustees has conducted a facility study with the guidance of Waldon Studio Architects in order to cast a vision of the best way to use our building for continued ministry and growth. This study spanned from the late spring through the fall, and has offered some inspiring possibilities for the future of Grace's facility. In the area of staffing, I have worked closely with SPRC to implement a new staffing plan, and then recruit new staff members for the open positions. We are pleased to now be fully staffed, including a newly hired Director of Children’s Ministries, a Communications Coordinator, and the Associate’s role becoming a full-time position. Currently, we are recruiting for a new Preschool Director, as the long-standing director will retire in June, 2020. The Church Council is beginning an exploration of how to best align our committee structure with our mission and ministry, a process which will continue in 2020. We are also in the process of updating our membership and financial data system.

In the area of discipleship, I have taught in small group settings, worked with church committees to incorporate scriptural reflection into all of our meetings and gatherings, and am supervising the good work of the Associate Pastor and Children's Director to provide a strong discipleship pathway for children, youth, and families. Financial stewardship has been addressed through a newly formed sub-committee to work on the stewardship campaign and a program of year-round stewardship events overseen by the Finance Committee. Through the Church Council the pastors have worked to organize regular fellowship events that gather the entire congregation. Grace is also blessed this year with a Theologian-in-Residence, Dr. Arthur Sutherland from Loyola University.

In the area of missions to the community, Grace has provided a summer meal ministry in the nearby Wilson Park neighborhood for three years. While Pastor Dane works with other aspects of Grace's missions endeavors, I led this project. In 2019, we partnered with Wilson Park Christian Community Church, serving a weekday meal to anyone under 18 years of age. Although the number of children who participated in dinner was small, the impact of being a presence in the neighborhood, and building a relationship with a sister congregation, was great.

I provide pastoral care through regular visitation of church members, hospital visits, and a monthly service at a nearby retirement community. We are beginning to develop a ministry to older adults, filling a need to our congregation. Grace works hard to provide excellent weekly worship, and I am the primary preacher and worship leader. I taught a class on Forgiveness last spring and am leading a monthly discussion group, "Building the Beloved Community." I am the primary administrative pastor and head of staff. I continue to work closely with the Church Council, Trustees, Finance, SPRC, Lay Leadership and Nominations, and the Worship Committee, and in this work to identify, lift up, and empower lay leaders in the congregation.

The congregations measures its impact through the quality of worship, the number of church members involved in Christian formation and service beyond worship, the number of outreach ministries we support or lead, and through our advocacy efforts on behalf of those who struggle to have a voice in their lives or the world. Grace also regularly monitors our worship attendance, our giving patterns, our building usage - as we have many ministries that come through our building that are beyond the scope of the congregation - and the monies we provide to church and non-church related outreach programs throughout the city and the world.

The 2019 Pastoral Goals were:
1) Implement a newly-designed Staffing Plan
2) Complete the Master Plan Study for the Facility,
3) Be a pastoral presence in the midst of change at Grace and in the UMC,
4) Serve as an resource and advocate for Grace's ministries to address injustice, and
5) Increase Grace's ministries of hospitality, fellowship and community.

[continued on next page]
Goal 1: I, in conjunction with SPRC, have implemented a new staffing plan and Grace is now fully staffed. With a mix of old and new members Grace's staff continues to grow in relationships with one another. We will have a staff retreat, led by Rev. Stacey Cole-Wilson, in November.

Goal 2: The Master Plan for the Facility was conducted by a subcommittee of the Trustees and Waldon Studio Architects, and concluded its work in September, 2019. The Master Plan was presented to the congregation on Sunday, October 6 and was met with a favorable response.

Goal 3: I have sought to intentionally visit those who have been most affected by changes in the Grace staff, the wider issues within the UMC in the wake of General Conference 2019, and the larger cultural and national issues within our world. Grace's Church Council discerned together a desire to respond publicly to the 2019 General Conference's ruling through a published letter in the Baltimore Sun. More recently, I held a Pastoral "Lunch and Listen" with Grace members, as a safe space for conversation.

Goal 4: Grace has a newly formed Social Justice and Advocacy Committee, who have delved into the issues of homelessness, racial injustice, and immigration. A small group of lay persons organized a letter-writing campaign to elected officials about the separation of families and child detentions at the U.S. - Mexico border and also a clothing drive to support of The Inn Project, a ministry of the Desert Southwest Conference. I have begun a monthly group entitled "Building a Beloved Community," which is reading a series of books about race, white privilege, and issues in Baltimore. The group has been well-attended and the books selected have been read by others in the congregation. Our books include: Just Mercy, The Underground Railroad, The Other Wes Moore: One Name, Two Fates, I'm Still Here: Black Dignity in a World Made for Whiteness, and White Fragility.

Goal 5: Associate Pastor Dane and I had a goal of offering one congregational-wide event each quarter, whose primary purpose was simply to bring the community together for conversation and relationship building. We have had some success with a few of the events. An ice-cream social was held after the Patriotic Concert this summer. The fall brings the annual Fall Picnic and Homecoming Sunday. But a few events, namely a post-worship cookout in August and a Lenten series of art reflections, were not as well-received. One hurdle in this goal was a lack of lay leadership. The Nominations Committee has identified and recruited a strong Hospitality Committee, who will work on these events in 2020.

Looking forward to 2020, I have discerned these areas for growth, reflection and work.

Grace is in the midst of transition as a congregation, amid a denomination discerning its future amid the Special General Conference held in May 2019. The decisions of the 2019 Special General Conference impacted Grace, a Reconciling congregation that also values tradition, history and its United Methodist identity. As I discern my role as the Lead Pastor, the pastoral vision I hold for the year ahead is to continue to guide Grace through a time of honoring its past and preparing for its future, while witnessing to God's faithfulness in a climate of anxiety, fear, division, and change. To that end, the missional goals being developed between myself, the SPRC and the Church Council are:

1) Implement 4 congregational-wide events that provide hospitality and community-building spaces.
2) As we seek to grow Christian disciples, the pastors and Church Council will discern a new Sunday Morning Schedule, which will provide increased time for Sunday school and other formational classes for all ages.
3) As we seek to deploy Christian disciples in ministry to the world, the pastors and the Mission-Outreach team together will assess, adapt, and implement meal ministries in our community that provide both needed nourishment and essential space for recreation.
4) Evaluate the committee structure at Grace and discern the best structure of governance for the future. A study group has been formed to explore other models of congregational leadership and will make recommendations to the Church Council by September, 2020.
5) Work with the Trustees to accomplish several of the short-term needs for the facility identified in the recent Facility Study.

On a personal note, I continue my education and spiritual growth by attending the "Stepping Up to Supervision" workshop led by Susan Beaumont in November, 2018, and the Baltimore Washington Conference's Professional Boundaries training in January, 2019. Through my work with the Board of Ordained Ministry, I took the Intercultural Development Inventory this past year and participated in a day-long workshop for the Board led by Ms. Gonzales on Intercultural Competency. I was selected as a participant in the "Mapping the Geography of Grace" Writing Workshop offered by the Collegeville Institute in September, 2019. My spiritual disciplines include daily prayer, regular worship, a covenant group, a Sabbath day, and regular exercise.

It is a joy and privilege to serve as the Lead Pastor of Grace United Methodist Church, and I am proud to share in ministry with the congregation and the wider community.
Nominations for Lay Leadership 2020 (approved by Church Conference)

**Church Council**
Chair: Marie Yeh  
Vice-Chairperson: to be determined by the Council  
Secretary: Lyn Phelps  
Lay Leader: Jean Smith  
Finance Chair: Jane Benson  
SPRC Chair: Michelle Riddle  
Trustee Chair: [elected by the Trustees]  
Missions and Outreach: Wayne Schmidt  
Worship Chair: David Brock  
Children’s Ministry Rep: Amy Madsen  
Reconciling Chair: George Kahl  
Youth Representative: Kelly Topper  
Lay Member to Annual Conference: Doug Schmidt  
At large members: Mary Aikens Afful, Allison Ferguson, Thomas Gaeng, Amanda Graham, Claire Greenhouse, George Kim, Irene Moses, Karl Schillinger

**Staff-Parish Relations**

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<tr>
<th>2020</th>
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<td>Michelle Riddle, chair</td>
<td>Valerie Adams</td>
<td>Elizabeth Shaner</td>
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<td>Chuck Starkey</td>
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<td>Wendy Iglehart</td>
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**Board of Trustees**

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<td>Linda Cameron</td>
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**Finance Committee**

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<td>Burt English</td>
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<td>Mike McGuire</td>
<td>Larry Griffith</td>
<td>Al Saxon</td>
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<td>Jane Benson, chair</td>
<td>Jim Heckman</td>
<td>Carolyn Benfer</td>
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<tr>
<td>Marie Yeh, Church Council chair</td>
<td>Michelle Riddle, SPRC chair</td>
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**Nominations and Lay Leadership**

Lay Leader: Jean Smith

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<td>Lynne Sharpe</td>
<td>Heather Grandsire</td>
<td>Amy Maden</td>
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<td>Carl Hickey</td>
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<td>Diane Topper</td>
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**Investment Advisory Board**

Michael Madsen  
Gordon Stetz (chair)  
Robert McIntire  
Mike McGuire  
Katherine Allen  
Charles Starkey  
Linda Cameron  
Dave Beachler  
The Trustees

**Adult Education Coordinators:** Amanda Graham and Kristen Turner
Hospitality Committee
Vicki Saxon, chair  
Diane Topper  
Janet Ander  
Steve Danz  
Diana Gause  
Sue Williams  
Katie Spearman  
Matt Sinfield

Worship Committee
Chair: David Brock  
Claire Greenhouse (Altar Guild)  
Barb Starkey (Chancel Choir)  
Amanda Graham  
Kevin Shaner  
Burt English (Ushers)  
Jean Smith  
Deborah English (Communion Stewards)  
Staff: Chris Schroeder, Amy McCullough, Dane Wood

Children's Ministry Team
Linda English  
Jody Wiseman  
Biz Shaner  
Kristen McGuire  
Michelle Riddle  
Wayne Schmidt  
Amy Madsen  
Staff: Carolyn Young

Outreach and Mission Committee
Chair: Wayne Schmidt  
Lynn Beachler  
Jean Smith  
Kelly Jackson  
Diane Topper  
Kristen McGuire  
Barbara Bond  
David Beachler  
Deborah English  
Doris Franklin  
Wilma Starkey  
Maureen Danz  
Staff: Dane Wood

Reconciling Committee
Chair: George Kahl  
Kristen McGuire  
Ann Dahl  
Michelle Riddle  
Doris Franklin  
Barb Starkey  
Doug Schmidt  
Ellen Stokes  
Andrew Trofatter  
Anne Griffith  
Andrew Trofatter  
Chris Schroeder  
Diane Lesman  
Staff: Dane Wood

Shepherding Committee
Coordinator of Prayer Ministry: Janet Ander  
Visitation: Jack Danz and Bill Stacey

Social Justice Committee
Chair: Thomas Gaeng  
Priscilla Newton  
Dianne Van Sciver  
Chris Schroeder

Within the Family at Grace

DEATH: Eleanor Elizabeth Megraw - November 21, 2019

BIRTH: John Parks Stephen Navarro - November 22, 2019  
Parents: Sara and Pedro Navarro; Grandparents: Kate and Steve Mullan; Aunts and Uncles: Kacey and Phil Thomas, Meghan Mullan; Cousin: Caroline Thomas

WEDDING: Juliet Morris and Matt Broczkowski - December 21, 2019
BIRTHDAY GREETINGS

Greetings to those of our church family celebrating birthdays in January
1 Misako Fukushima, Kurt Hoffman
2 Hojoon Lee, Kelly Topper
3 Mary Jane Demarest, Elaine Schaefer, Lyla Schmidt
4 Riley Schmidt, Arlie Shaw
5 Tom Gause, Ian Murray, Leigh Thomas
6 Abbey Murphy, Benjamin Murphy
8 Ben Holt, Maxwell Wiseman
9 Christopher A’Hern, Janet Ander, Cianna Ferrante
10 Nathan Arnold, James Scouten
11 Marianne Corry, Frances Eger
12 Adrienne Hackley, Jacquelyn Meadors, Claire Stevens
15 Thomas Adolph, Wyatt Friar, Justin Hickey
16 Robyn McGowan, Matt Sinfield, Margaret Stuart, Kara Thorne
17 Bryan Howe, Samuel King, Milt Siglin
18 Edward Fields, Charles Starkey, John A. Tyler
19 Angus Everton
20 Michael A’Hern, Andrew Greenland
22 Carol Gamble, Cassandra Pilt
23 Jeane Santamaria, Trisha Wetzelberger
24 Carolyn Benfer, Eleanor Grasso
25 Wayne Schmidt, Alastair Valentine, Laird Wilhide
26 Tina Bathory, Barbara Daneker, Jeff Gamble, Mark Gruber
27 Ken McCabe, Walter Stucki
28 Phillip Kessell
29 Lucas Calderon
30 Natalie Riddle, Alan Seitz, Matthew Strobel
31 Walter Hudson, Marilyn Workman

Reminder to be Kind - Rewind
Parlor Kitchen supplies and dishes
Please remember that if any supplies or dishes are taken from the Parlor for use in the Main Kitchen that they are to be returned to the Parlor so they are available for hosts the next Sunday
– Kelly Jackson

GRACE BOOK GROUP
For its January 13 meeting the Book group will be discussing is The Woman in the Window by A. J. Finn.
All are welcome - 7:00 p.m.