



2023

Vision Report

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VISION UPDATE

Advancing Together

God has been good to Converge Great Lakes. This last year has had many transitions. We have added 9 new Senior/Lead Pastors to our churches and worked with another 6 to place interim pastoral leadership as those churches search for new staff leadership. The Converge movement of churches is increasingly getting focused on health, discipleship, and reproduction of new congregations.

The Converge Great Lakes Board has provided pivotal leadership in key areas including staffing development, resource management, and vision clarification. The CGL Mission statement is to start and strengthen churches together regionally and globally through a strategy of engaging, investing, and impacting each of our churches. We have added a fresh new vision statement over all of this intentional focus. Our Vision is to become a theological and strategic catalyst toward gospel movement in the Great Lakes region.

Each word of that vision statement matters to us. Theological catalyst means that we aim to be biblically faithful anchored to the gospel of grace. We want to provide excellent resources riveted to the scriptural text. Theological catalyst means that we want to engage the issues of our day fairly, directly, and from a decidedly biblical worldview. Strategic catalyst means that we want to bring to the table the latest research and the most up to date best thinking on issues for the church. This phrase means that we want to be clear on primary doctrinal issues while dialoguing about secondary issues where there might be disagreement. Strategic efforts mean that we want to be intentional about how we lead and not be reactive in difficult environments.

It is our vision that Converge Great Lakes region ignites a gospel movement through prayer, evangelism, and whole life discipleship. God promised that He would strengthen His church and the gates of hell would not prevail over her. Gospel clarity and precision are needed in our largely biblically illiterate culture. We aim to help our leaders engage issues with faithful clarity.

This has been a year of building. Converge Great Lakes staff have been managing physical resources and projects (Lake Ellen Camp and a church building in Milwaukee) while visiting many of our churches providing coaching, conflict management, and courageous conversations.

Special thanks to the Board of Overseers who have led well and provided excellent guidance to me and the staff as we aim to serve all of our churches around the Great Lakes region.

Board Members are:

- Pastor Joe Basso, Chairman
- Brian Petersen
- Pastor Chris Cooper
- Pastor Nate Abuan
- Deb Bjelland
- SuAnn Solverson
- Pastor Kim Swenson
- Pastor Derek Mueller
- Dr. Mike Kleven



Ken Nabi

Ken Nabi
Regional President
Converge Great Lakes

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CONVERGES BY THE NUMBERS GREAT LAKES

3 churches coached through the Auxano Revisioning Process

45 Sundays with CGL staff in pulpits

2 internal control audits performed

3 churches coached with Capital Campaigns

2 church planting candidates assessed and approved for campus ministry

115 churches across Wisconsin and Michigan's UP

9 new senior pastors in 2022-2023

5 churches with interim pastors

90,000 miles driven by CGL staff

19 churches served, representing almost 100 employees with payroll services



STARTING NEW CHURCHES

GLENN HERSCHBERGER, EXECUTIVE DIRECTOR OF CHURCH PLANTING

In the past year, we have seen several church planting preassessment results indicating individuals are more gifted, and their skillset is for a campus pastor role or satellite church model. We do have a few church planters currently in the church planting pipeline targeting the Church Planting Assessment Center in 2024. I've encouraged all our LEAD teams and district churches to really work on developing their pipeline looking at the 13 church planting building blocks to help raise up and identify those potential individuals.

We did receive some grant money from Converge National Office for accelerating church planting for our Great Lakes district. These funds will help staffing, expenses, recruitment and marketing. We were able to receive grant money to fund two church planting catalysts. I have invited Wade Bishop and Derek Mueller will come on in the role of strategy and development to assist in activating a robust church plant initiative within our specific region.

We did bring one candidate to the church planting assessment. Marshall and Brittany Faulk were approved to plant a campus site from Hope Community Church. Their target

launch is fall of 2024 in the town of Clintonville. Please pray for them as they are currently developing their launch team. Marshall has a church planting coach who is working with him in the area of campus ministry.

We have another campus planned in Southern Wisconsin and you will hear more about that the end of next year. The current church planting couple are in a development process with their local church.

I was able to attend the launch of Living Waters Church plant with Brad and Jayne Moore in St. Croix Falls on September 17. They are currently renting a space downtown St. Croix Falls and are working on reaching the community with the gospel.

We are currently planning a vision trip with 12 CGL regional leaders to learn more about campus church planting from Pastor Andy Addis in Kansas in the early winter months of 2024. There is support and excitement to be able to participate in a 12-month cohort. We also received grant money from Converge National Office to cover this expense for our district.

CHURCH PLANTERS

MARSHALL & BRITNEY FAULK
HOPE COMMUNITY CHURCH
CLINTONVILLE, WI



BRAD AND JAYNE MOORE
LIVING WATERS CHURCH
ST. CROIX FALLS, WI



STAFFING TRANSITIONS

KEN NABI, REGIONAL PRESIDENT

- CGL serves 19 churches and almost 100 staff with payroll services and that requires a fair amount of administrative effort. This summer we hired Amy Roelke who serves with Sarah Motiff (our Staff Accountant) to manage all of the moving parts of payroll for each of our churches.
- Gary Harrison formally retired from working for the district ¾ time and will be focusing more on his Pinnacle ministry. We anticipate opportunities of partnership in the near future and are thankful for his selfless service and investment.
- Glenn Herschberger has felt called to emphasize more time at Cities Cop Church which he felt led to start in the Minneapolis area. He is transitioning to ¾ time in 2024 and will transition from CGL to full time with that church in September 2024.
- CGL has been able to hire 2 church planting catalysts to help us stimulate the vision of church planting across our movement. Welcome Pastor Derek Mueller and Pastor Wade Bishop as they begin to serve CGL pastors.
- CGL has decided to engage Brian Petersen on a contract basis to serve our churches entering into staff transitions. Brian will become the primary point of contact when pastors depart and search committees need guidance, training and resourcing. Brian has been invaluable both on the Board and working with churches needing transitional leadership investment. He begins in November 2023
- Lisa LaBatte has recently completed her tenure as the Executive Assistant to the Regional President. We want to thank her for her support and investment. Ken has interviewed and hired a new addition to the team, Maddy Spranger, who has excellent experience as a virtual assistant to multiple companies in the past. Maddy began in late October 2023.
- CGL will begin working to hire a full time Exec Director of Church Strengthening in 2024 to elevate the health and investment of our movement. Once solidified, we look forward to announcing this staff addition.

Please pray for the CGL staff during all of these transitions. They are significant. We do thank our additional CGL staff serving in various roles and capacities:

- Sarah Motiff, staff accountant for her faithful service in the financial leadership and project management.
- Jody Roll, the administrative assistant to Sarah Motiff focusing on lots of details and support.
- Joni Renfro, the administrative assistant to Glenn Herschberger helping serve our church planting movement.
- Archer Leupp, the missionary to Law Enforcement serving multiple counties of Law Enforcement with chaplaincy services as well as helping start a movement of chaplaincy across our region.
- Kim Swenson, the missionary to the Lac du Flambeau region supporting gospel movement with the First Peoples in that region.

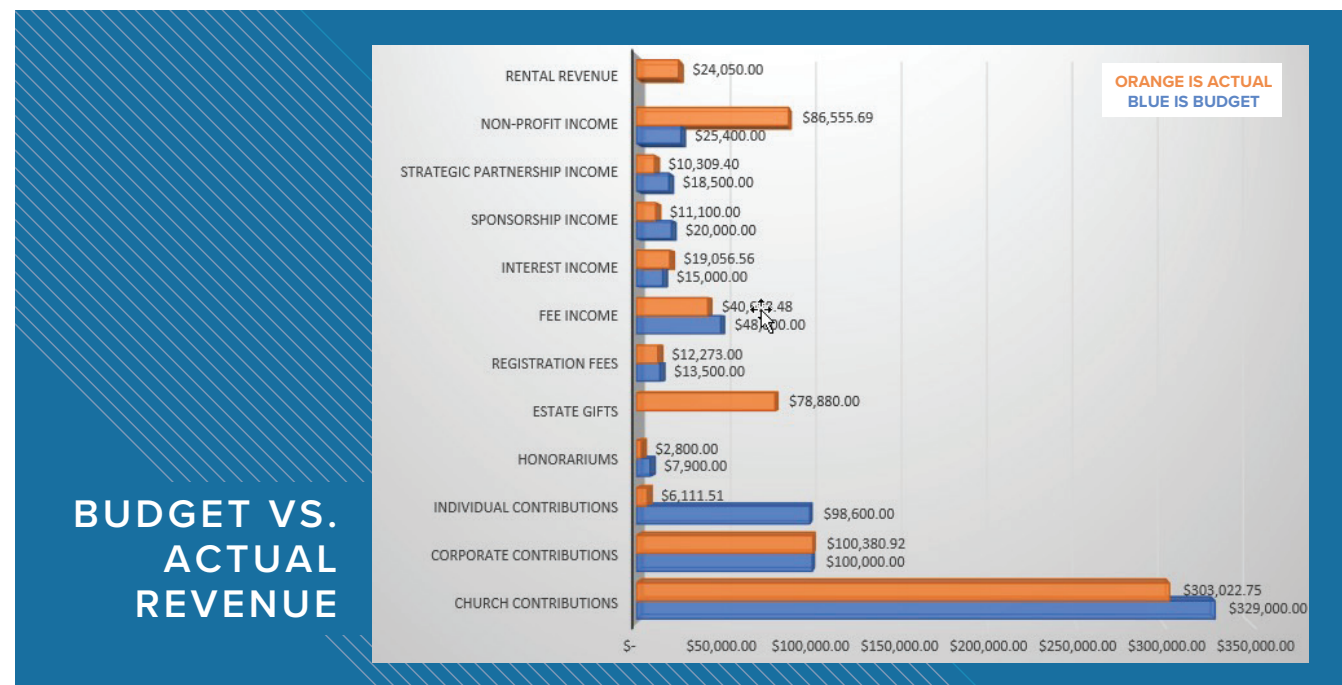


FINANCIAL REPORT

Last year CGL presented a budget that showed a projected (\$43,847) loss for the 22-23 fiscal year. As we started our 22-23 fiscal year, we knew that we needed to trust in the Lord, be thankful and be prepared with a plan to serve you wisely and compassionately. We all know that the Lord's vision can be different than we anticipate. This means we always need to be poised to pivot. And pivot we did! CGL was blessed by acquiring an unexpected property and our Strengthening Ministry was filled with the opportunity for CGL to serve you and help you strengthen your foundation. Unfortunately, CGL closed its 22-23 financials with a net loss of (\$144,292).

REVENUE

CGL budgeted \$675,900 gross revenue for the 22-23 fiscal year. As of August 31, 2023, our gross revenue was \$695,228.31.



“The kingdom of heaven is like treasure hidden in a field, which a man found and covered up. Then in his joy he goes and sells all that he has and buys that field. Again, the kingdom of heaven is like a merchant in search of fine pearls, who, on finding one pearl of great value, went and sold all that he had and bought it.”
Matthew 13:44-46

The value in these parables is that they are based on sound financial principles. When you find something of value you are willing to make sacrifices to own it. Our vision is to grow our district and to strengthen our churches through valuable services. However, we cannot fulfill this vision without increased financial support from our district. Contributions from our district churches make up 44% of our revenue.

In the 22-23 fiscal year, CGL faced an average monthly net loss of (\$12,023). To those 20 churches who increased their giving by more than \$100 in 22-23, we sincerely thank you. Despite the blessings we received from the 20 churches who increased their giving, we had 26 churches who decreased their giving by more than \$100. Thirty-two churches do not give to the district at all. In fact, giving to the

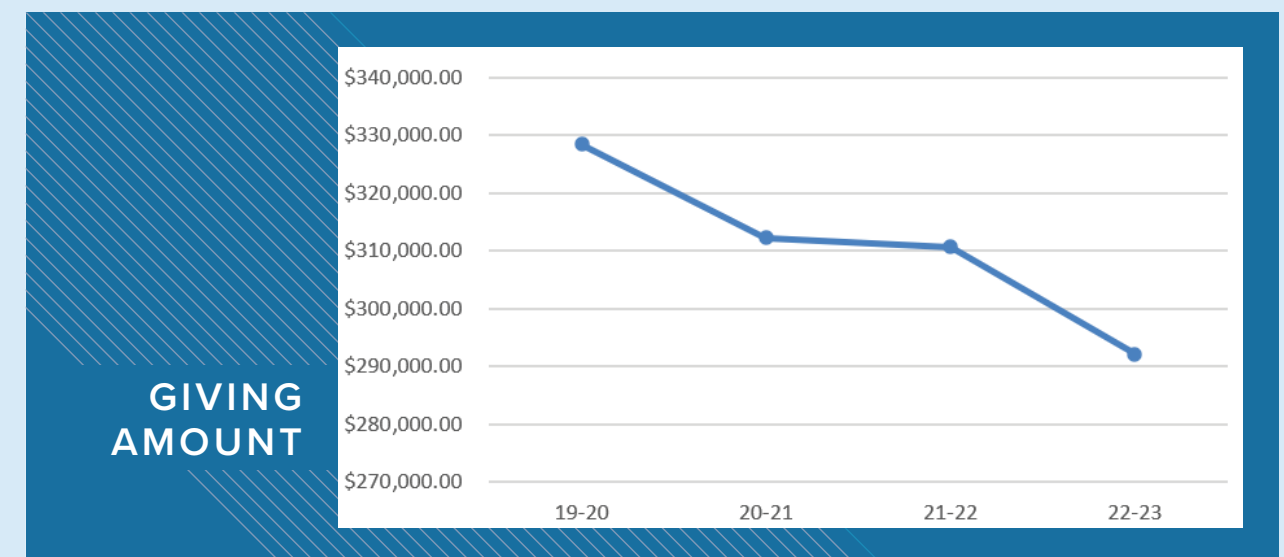
district has declined every year over the past four years. Please see the chart at the bottom of the page.

If you are a church that has not historically given at least 2% of your recognized revenue, we ask that you make the sacrifice to contribute or to increase your contribution to the district in 23-24.

CGL had budgeted for \$25,400 of service revenue for the 22-23 fiscal year. The actual service revenue received was \$86,555. Thank you for letting us serve you! Please continue to think of us when you are looking for assistance in the 23-24 fiscal year.

As a reminder, the CGL financial team can assist district churches with monthly accounting services, financial reporting, internal control audits, financial policy manuals and more. Please reach out if you are needing assistance in any of these areas to: smotiff@convergegreatlakes.org.

In addition to financial services, we offer pastoral placement services, strategic planning services, capital campaign management, and conflict resolution services. Please contact us if you need any of these services.

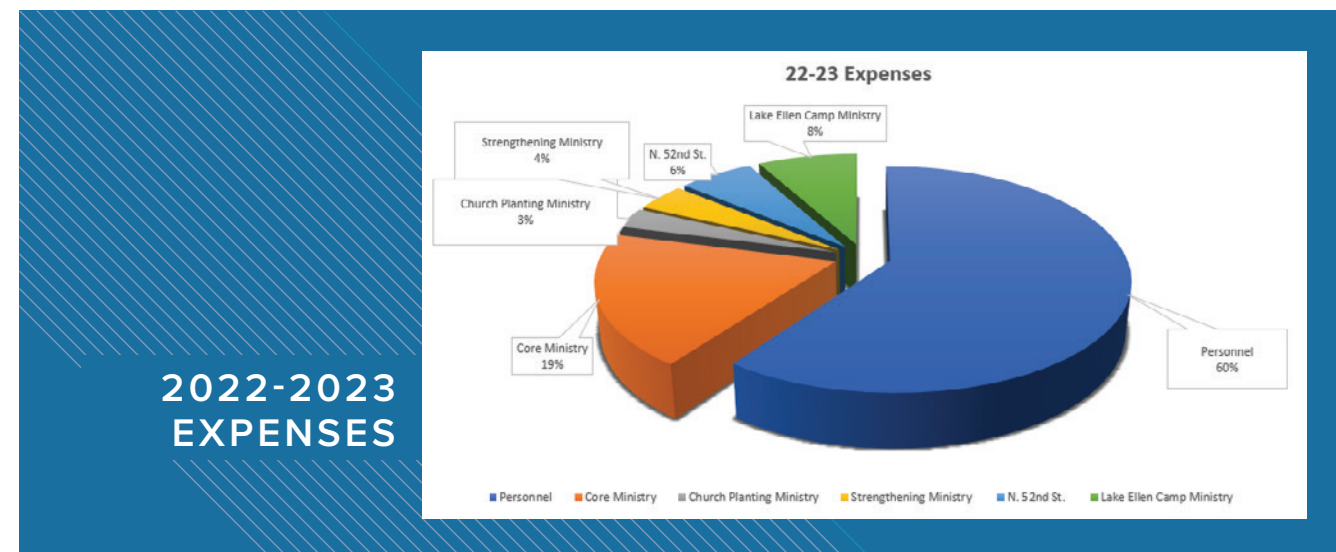


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EXPENSES

CGL had \$709,904 in expenses budgeted for the 22-23 fiscal year. Actual expenses were \$829,415. This is more than \$100,000 over our budget. As noted above, part of that expense was the reversion of property. The Milwaukee Property made up \$47,010 of unbudgeted expenses. We also continued to maintain the Lake Ellen property in 22-23. The utilities for the camp and the liability insurance were higher than anticipated.

To ensure that CGL is communicating with the district in the best way possible, we contracted a marketing company to help us. Unfortunately, this was a necessary but unbudgeted expense of \$16,000.



CASH ON HAND

CGL has \$950,220.68 worth of financial assets available within one year of the balance sheet date to meet cash needs for general expenditure. Available cash consists of cash in the bank, short-term investments, and accounts receivable. It is the districts' policy to have a minimum of six months of expenses reserved in our cash on hand. Six months of expenses would be approximately \$392,980. CGL had met this goal as of the close of the 22-23 fiscal year. Please see the summary.

LIQUIDITY RATIO:

Cash in bank	\$950,220.68
Accounts Receivable	\$950.00
LESS: Accounts Payable	\$(8,395.58)
LESS: Restricted Funds	\$(730,051.86)
General Fund Balance	\$212,723.24

2023-2024 BUDGET

“For which of you, desiring to build a tower, does not first sit down and count the cost, whether he has enough to complete it? Otherwise, when he has laid a foundation and is not able to finish, all who see it begin to mock him saying, ‘This man began to build and was not able to finish.’” Luke 14:28 – 30

Jesus uses this example to make the point that he isn't out recruiting followers under false pretenses. If you come to him, he wants you to count the cost and consider the sacrifice. While preparing the budget for the 23-24 fiscal year we carefully counted the cost of staff, travel, hosting of events and other areas we could potentially cut expenses. All the while ensuring that we do not sacrifice our service to you.

In the 23-24 budget, the CGL team comprises 67% of our total expenses. It is because of our innovative and knowledgeable team that CGL can continue to provide a solid foundation of services that help the kingdom of God grow and strengthen. It is our vision to provide the Great Lakes district with knowledgeable leadership and valuable services. I believe you will see this is our priority in fiscal year 23-24 as well. The budget being presented to you is our plan to carefully strengthen our foundation, grow our services and provide our district with the spiritual nourishment you need.

	22-23 Annual Budget	22 - 23 Actual	23-24 Annual Budget
Revenue	\$ 675,900.00	\$ 695,228.31	\$ 592,819.00
Expenses			
Personnel	\$ 506,120.50	\$ 500,325.94	\$ 431,312.22
Operating Expenses	\$ 114,224.81	\$ 161,481.42	\$ 138,323.50
Church Planting Ministry Expenses	\$ 27,357.26	\$ 21,600.75	\$ 19,397.08
Strengthening Ministry Expenses	\$ 18,829.00	\$ 30,470.69	\$ 36,379.00
N. 52nd Street Expenses		\$ 47,010.19	\$ 7,550.00
Lake Ellen Camp Ministry Expenses	\$ 43,373.00	\$ 68,526.92	\$ 8,334.16
Total Expenses	\$ 709,904.57	\$ 829,415.91	\$ 641,295.96
Other Income	\$ 3,750.00	\$ 8,503.58	\$ 1,564,736.30
Other Expenses	\$ 13,592.93	\$ 18,608.37	\$ 7,240.41
Net Income	\$ (43,847.50)	\$ (144,292.39)	\$ 1,509,018.93

In the budget for 23-24 you will note that CGL has budgeted for \$1,564,736.30 in other income. This is the revenue we anticipate from the sale of the Lake Ellen property and the Milwaukee property. In our expense calculations, we only have two months of expenses calculated for Lake Ellen as that sale is scheduled to close on October 27th. We calculated six months of expenses for the Milwaukee property.

planned year end fundraising campaign, and have increased our sponsorship opportunities.

We are looking forward to a fiscal year filled with the opportunity to serve you with the highest standards possible.

Better Together,

In addition, we have reduced some staff to ¾ time, removed the salary for a retired employee, have a

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CONVERGE GREAT LAKES BOARD OF OVERSEERS

Joe Basso, Chairman

Brian Petersen

Chris Cooper

Nate Abuan

Deb Bjelland

SuAnn Solverson

Mike Kleven

Derek Mueller

Kim Swenson

 **CONVERGE**
GREAT LAKES

And let us consider how to stir up one another to love and good works, not neglecting to meet together, as is the habit of some, but encouraging one another, and all the more as you see the Day drawing near.”

Hebrews 10:24-25



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