



GRACE CHURCH

ANNUAL REPORT

Annual Meeting and Celebration
October 19, 2025 | 6:30pm
Hosted at Grace Harborcreek

Ministry Year 2025

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A LETTER FROM PASTOR DEREK



Dear Grace Church,

When I look back on 2025, one word comes to mind: breakthrough.

We have seen God move in ways that can't be explained by strategy or skill. This summer, 86 people publicly declared their faith in Jesus through beach baptisms. Each story is a testimony to His grace and power. These moments are not just numbers; they represent real lives transformed and families forever changed.

This year also marked a special personal milestone for me. I celebrated 30 years of serving as a pastor at Grace. I truly can't believe I just wrote that sentence! When I started, we were a staff of six with a budget about one-tenth the size of what it is today. God has grown His church in remarkable ways, not just in size, but in reach, depth, and impact. He has also grown my love and loyalty to this place and to each one of you. It is humbling to look back and see His faithfulness in every season.

Behind the scenes this year, we have been quietly piloting training programs to equip everyday believers to live out their calling in the places they live, work, learn, and play. We have watched people connect their faith to real-life relationships in ways that open doors for gospel conversations and lasting impact. The fruit we are seeing is inspiring.

This has also been a year of building ownership of our Awake the Lake vision among our staff and key leaders. Together, we have prayed, planned, and prepared, and now we are ready to invite everyone

in to begin to play their part. We will be launching new initiatives this year that will call each of us to be part of something bigger than ourselves.

We have had over 250 people complete our LAUNCH Dream Disciple orientation class, a foundational step toward becoming disciples who imitate Jesus and influence others to do the same. We are also writing new training programs designed to weave a discipleship mindset deep into the DNA of Grace Church. These tools will be piloted and rolled out in the coming year, helping us become a church marked not only by strong experiences and gatherings, but by multiplying disciples every day, everywhere.

God is writing a story here that is bigger than any one person or program. It is the story of His Spirit moving through willing people who are saying "yes" to Him in everyday life. It is a joy to be on this journey with you. This year's annual celebration will be one you will not want to miss. We will celebrate His faithfulness, share the vision for the days ahead, and commit ourselves once again to the mission He has called us to.

I love you all.

I am honored to be your pastor,

A handwritten signature in black ink, appearing to read "Derek". The signature is written in a cursive, flowing style.

Pastor Derek

AGENDA

MY 2025 Annual Meeting Agenda

October 19, 2025

- **Welcome:** **Pastor Derek**

- **Recognition of New Members** *(see page 8 for complete list)*

- **Convening of Meeting:** **Bill Hunter**

- **Minutes of Previous Meeting:** **Bill Hunter**
 - **MOTION:** That the church approves the minutes from the MY 2024 Annual Meeting **(page 3)**

- **Presentation of Election Ballot/Vote:** **Derek Sanford**
 - **MOTION:** That the church approves the names on the ballot for election to office **(page 5)**

- **MY 2025 Financial Report and MY 2026 Budget:** **Aaron Lundberg**

- **Pastoral Licensing:** **Pastor Derek Sanford**
 - **MOTION:** That the church license Kerrie Grande as a minister of the gospel upon unanimous recommendation of the Elders. **(page 9)**
 - **MOTION:** That the church license Andrew Silbert as a minister of the gospel upon unanimous recommendation of the Elders. **(page 9)**

- **Pastoral Ordination:** **Pastor Derek Sanford**
 - **MOTION:** That the church ordain Will Bakker to the pastoral office, recognizing God's call on his life and affirming his responsibility to shepherd the church for whom Christ died. Upon recommendation by an Ordination Council and the unanimous recommendation of the Elders. **(page 11)**

- **Closing of Meeting:** **Bill Hunter**

- **Worship and Prayer**

MINUTES

October 27, 2024 | Grace Harborcreek

MOTION: *That the church approve the minutes from the MY 2024 Annual Meeting*

The 2024 Annual Meeting was called to order by Church Chair Bill Hunter at 6:37pm.

- A motion was made to approve the minutes from MY 2023 Annual Meeting by the Elders of Grace Church. Second by Lisa Holman. No discussion. All in Favor. None opposed. Motion passes.

Ballot

- Pastor Derek Sanford presented the ballot. Ballots were handed out when members entered the worship center. Voting is for members only. Cleve Wright and Mike Alabran are up for Re-Election. They are seeking another two-year term. Elders can serve up to six years. Bill Hunter asked for the motion to approve these names on the ballot for office. The Elders of Grace Church made the motion. Motion seconded by Jess Wurst. No discussion.
- Pastor Derek discussed the process and reasoning for Pastoral Licensing. The Elders of Grace Church motioned for the licensing of Keith Hardin and Will Bakker. Motion seconded by Shirley Schell. No discussion.
- Votes will be announced at the end of the meeting.

Financial Report

- Aaron Lundberg recognized that the staff does a great job with the budget and finances of this church. Aaron also showed appreciation and a brief description of Tereo Group, along with the finance team.
- The total amount of giving was just over \$4.1 million this year. We are up compared to what we budgeted. Thank you for your faithfulness.
 - Operating Revenue exceeded budget by \$69,000.
 - Operating expenses were under budget by \$140k. Reserves are \$281,173.
- 2025 Ministry Year Budget slide: Total Operating Revenue \$34,137,810 (budgeted). Budgeting for Deficit (before non-cash items) \$171,077. We are financially healthy.

- “Financial Position” Slide:
 - \$7.5M in Equity
 - \$3.1M in Liabilities
 - \$10.4M in Assets
- Thank you to those who gave extra for debt reduction.
- Aaron discussed the partnership with Horizon and the work being done alongside them. If you have questions, we are an open book. Email TJ: treasurer@whoisgrace.com, Aaron Lundberg, or Mike Crisman.

Results:

- Pastor Derek announced the voting results for Elders and Pastoral Licensing. The votes were tabulated, and all elders were affirmed, as were Keith Hardin and Will Bakker for Pastoral Licensing.
- **Pastoral Licensing:** Elders and Pastors gathered up front with Keith Hardin and Will Bakker and presented them with their pastor license. Pastor Sarah Burt led a prayer over them with the congregation.

Derek’s Message:

- Derek emphasized that current success could hinder future growth, urging the church to resist nostalgia and fear-driven decisions. He outlined five church growth levels, stressing the rare but vital goal of multiplication (Level 5) over mere addition. COVID revealed the fragility of addition-only models, highlighting the need to equip believers to live out their Kingdom Calling daily. The vision: by 2035, see 30,000 people (1% of the 9-county region along Lake Erie) actively living their divine calling. While physical vitality declines with age, spiritual and relational impact can grow exponentially through clarity of purpose and faithful action.
- Bill Hunter moved to close the business portion of the meeting, which Aaron Lundberg seconded. The meeting closed at 7:06pm.

BALLOT

MY 2026 Ballot

MOTION: that the church approves the names on the ballot for election to office.

ELDERS



1 | Mike Alabran
(Elder Chairman)



*1 | Nate Burt
(Church Chairman)



*2 | Skip Papa



1 | Cleve Wright



1 | Dave Case



1 | Greg Hall



*2 | Karl Bush

STAFF ELDERS *(Staff elders are appointed, not elected)*



Aaron Lundberg



Keith Hardin



Andrew Silbert



Scott Michel

TREASURER



*2 | Cody Cook

LEGEND

- * On the ballot for a vote
- 1 One-year term
- 2 Two-year term
- - New on the ballot
- - Previous Elder

FINANCIALS

MY 2025 Financial Report



2025 OPERATING SUMMARY	Actual	Budget	Difference
Ministries/ Operations	\$4,111,048	\$3,694,810	\$416,238 ↑
Missions	\$205,564	\$324,000	(\$118,436)
Debt Reduction	\$41,422	-	\$41,422 ↑
Benevolent	\$112,929	\$119,000	(\$6,071)

Total Operating Revenue **\$4,470,963** **\$4,137,810** **\$333,153**

**Includes General Fund giving, ministry income.*

GENERAL FUND

TOTAL

Giving Distribution	1141 Giving Units % of all Giving Units	Giving Distribution	1277 Giving Units % of all Giving Units
\$1 - 499	29.9%	\$1 - 499	34.7%
\$500 - 999	11.9%	\$500 - 999	11%
\$1,000 - 4,999	37.9%	\$1,000 - 4,999	34.5%
\$5,000 - 9,999	12.4%	\$5,000 - 9,999	12%
\$10,000+	7.9%	\$10,000+	7.8%
<i>Average Giving per Giving Unit: \$3,603</i>		<i>Average Giving per Giving Unit: \$3,501</i>	

TOTAL OPERATING EXPENSE

	Actual	Budget	Difference
Personnel	\$2,039,769	\$2,223,547	(\$183,778) ↑
Ministries	\$740,794	\$570,795	\$169,999
Operations	\$845,810	\$1,008,430	(\$162,620) ↑
Missions	\$261,328	\$169,961	\$91,367

Total Operating Expense **\$3,887,701** **\$3,972,733** **(\$85,032) ↑**

Surplus/(Deficit) before non-cash items	\$583,262	\$165,077	\$418,185
Depreciation	\$566,245	\$585,000	\$18,755
Surplus/(Deficit) after non-cash items	\$17,017	(\$419,923)	\$436,940 ↑

Reserves **\$480,646**
Benevolence **\$45,910**

Restricted & Designated Funds **\$526,556**

Debt Balance **\$2,689,383**

* ↑ = Positive

If you would like to see greater budget detail or have questions, please contact Aaron Lundberg (814.480.0189 or aaron@whoisgrace.com)

MY 2026 Budget

	Budget
Total Operating Revenue	\$4,532,167
Operating Expense	
Personnel	\$2,272,012
Ministries	\$529,243
Operations	\$1,084,512
Missions	\$214,914
Total Operating Expense	\$4,100,681
Surplus/(Deficit) <i>before non-cash items</i>	\$431,486
Depreciation	\$576,000
Surplus/(Deficit) <i>after non-cash items</i>	(\$144,514)

MEMBERSHIP

MEMBERS REMOVED

The following members have been removed either at their request, because they are deceased, or due to inactivity:

Caleigh Adams
Vickie Amendola
Treva Bartels
Scott Chadsey
Abigail Cook
Stella Dogun
Frances Gamble
Katie Gray
Pete Gray
Jes and Caroline James
Katie Jobczynski
Susan Jones
Kyu Jung
Sadie Kent
Matt Kent
Crystal Mahan
Teresa Mooradin
Steven Mooradin
Kaelin O'Leary
Andrea Oliver
Tamara Philabaum
Jim Roose
Karen Scherber
Teresa Schroeck
Jingzi Shang
Patricia Smith
Clara Sutton
Justin Sweeney
Danielle Taft
Sherri Volgstadt
Kim Walter
Joe and Nichole Welch
Sally Wolfe
Jess and Pete Wurst

NEW MEMBERS

Robert Hetrick
Richard Leasure
Kelly Nelson
Linda Saccamozone
Andrew Silbert
Vicki Taylor
Nancy Tobin
Becca Bakker
Will Bakker

**Please get in touch with us if we have accidentally omitted or added your name. We sincerely apologize for any oversight!*

saramacosko@whoisgrace.com

LICENSING

PASTORAL LICENSING



Motion: that the church license Kerrie Grande as a minister of the gospel upon unanimous recommendation of the Elders.

Motion: that the church license Andrew Silbert as a minister of the gospel upon unanimous recommendation of the Elders.

This year, Grace has the privilege to license Andrew Silbert and Kerrie Grande as ministers of the Gospel. Andrew is currently the Site Lead for Grace McKean and leads the “BE Together in Worship” team. Kerrie is currently the Program Director for ServErie and the Associate Site Lead of Grace Harborcreek.

A Ministerial license is a form of temporary certification by the local church. We license unordained pastors so they can perform all their office responsibilities while considering the ordination process. Several of our Pastors have been licensed through Grace, including Pastor Derek, Scott, Jim, Sarah, and more. A licensed minister of the Gospel receives all the governmental privileges and legal rights of an ordained minister.

The steps in the process of Pastoral licensing are:

1. The candidate makes their desire for licensure known to the Elder Board after a season of serving in church leadership and being observed and evaluated in ministry.
2. The Elders interview the candidate to determine their eligibility for licensing.
3. Upon the favorable recommendation of the Elders, the candidate is presented to the church body for a vote of approval.
4. Upon an affirmative vote of the church, a license to preach the Gospel is granted to the candidate.

We have already completed Steps 1-3 of this process, and the Elders are bringing a unanimous recommendation to the church body for a vote.

A word from Andrew Silbert:

I was raised in the church, where faith and the local gathering of believers became central to who I am. I accepted Jesus at age seven, praying with my dad after an evening service, and began a journey of faith that has remained the most constant, challenging, and restorative part of my life.

In 1997 my family settled near Philadelphia, where our pastor and youth pastor invested deeply in me. Those years shaped my faith, gave me opportunities to serve, and planted the seeds of a call to ministry—especially through my love for worship. I attended Houghton College, shifting from a music degree to communication with a music minor, and married my wife Addie during my college years. After graduation we moved to Clymer, NY.

Though I sensed a call to ministry, I pursued entrepreneurial ventures and pushed faith to the background, assuming I'd circle back later.

That changed in 2011 when our first daughter, Jovie, was born after a pregnancy filled with difficult diagnoses. That trial drew Addie and I back to a surrendered faith in a faithful Father. In 2014 we moved to Houghton, where God did deep work in us, rekindling my call to ministry. Seven years later, He led us back to Clymer. I applied for a worship position at Grace in 2022, but when Addie was diagnosed with a chronic heart condition at the start of 2023, I withdrew. That season of grief and questioning became one of soul-deep renewal, as God removed fear and gave me a Spirit-born confidence in His call.

By February 2024, He reopened doors at Grace, and I stepped fully into ministry. For over a year and a half now, I've served on staff—most recently as Site Lead at Grace McKean and leader of BE Ministries. Addie and I now live in Girard, PA, with our three daughters—Jovie, Eliza, and Norah. My passion to see the church grow in health, discipleship, and obedience has never been stronger, and I look forward to what God will do in and through us for His Kingdom.

A word from Kerrie Grande:

I was born and raised in Erie, PA, with my two sisters, mom, and dad. I attended a Catholic school from grades Kindergarten through Eighth Grade. I grew up attending church each week with my family and often volunteering at the different church events we had each year. I knew from an early age that I wanted to be a teacher. I loved to read and learn, and there was just something special to me around the idea of having the chance to teach others about all the things out there to learn. I was an active young person in my middle and high school years, actively involved in cheerleading, marching band, student council, and several similar clubs and organizations.

However, it wasn't until many years later, through an extremely hard life event that resulted in navigating a "new normal" for my family, years of separation from the church, and another really big and difficult life event, that I came to recognize and live out my own faith journey here at Grace Church. It all started with an invitation from a friend to attend church with him. I stepped into the church building and did not look back. I found more than I bargained for that day and stepped into a calling God had for me, even before I fully understood what that meant! Through serving and leadership opportunities, LifeGroups, relationships built under the church roof, and leaning into opportunities to step into high-capacity leadership roles, I discovered, on a deeper level, who Jesus was, why I wanted to follow Him, and who I was in Him. I found a place in His story that I never knew I had before and could not run into the places He was calling me to fast enough.

In June of 2022, I stepped into part-time ministry work as the Associate Site Lead at Grace Harborcreek. Just 8 months later, I closed the final chapter on my public education career and moved into full-time ministry as the ServErie Program Director and the Grace Harborcreek Associate Site Lead (February 2023). It has been a challenging yet fruitful journey so far, one I am so grateful God called me to step into. I look forward to what God has planned next. More community connections, more opportunities to pour into our Grace Church family, and more opportunities to stretch and grow my gifts in ministry, both inside and outside the church walls.

ORDINATION

PASTORAL ORDINATION

Motion: that the church ordain Will Bakker to the pastoral office, recognizing God's call on his life and affirming his responsibility to shepherd the church for whom Christ died. Upon recommendation by an Ordination Council and the unanimous recommendation of the Elders.



This year Grace has the privilege to ordain Will Bakker as a minister of the Gospel. Will is our Youth Pastor. Will received a license to perform pastoral duties last year, and has now proceeded to fulfill the requirements for full ordination. In our tradition, ordination is the responsibility of the local church. It does not happen at the seminary level or the denominational level, but each church has the authority to ordain pastors.

Ordination is recognition of a calling to ministry, confirmation of the presence of the gifts necessary for ministry and authorization of the ordained person to preach and teach the Gospel. It does not confer special spiritual rank or power. Ordination is to an office and not to status. Individuals are ordained by the church because God has already ordained them to serve Him: "...so that the body of Christ may be built up..." (Ephesians 4:11-13).

The steps in the process of Ordination are:

1. The candidate writes a doctrinal paper and call to ministry, and he submits it to the elders and to members of an ordination council.
2. The elders call an "ordination council" of ordained ministers to examine the candidate's doctrinal paper and call to ministry. Upon successful defense of the paper, the council makes a recommendation to the church that the candidate should be ordained.
3. Upon an affirmative vote of the church, a license to preach the Gospel is granted to the candidate.

We have already completed Steps 1 and 2 of this process, and the Council has brought a unanimous recommendation to the church body for a vote. We will be taking the vote at this year's annual meeting of Grace Church.

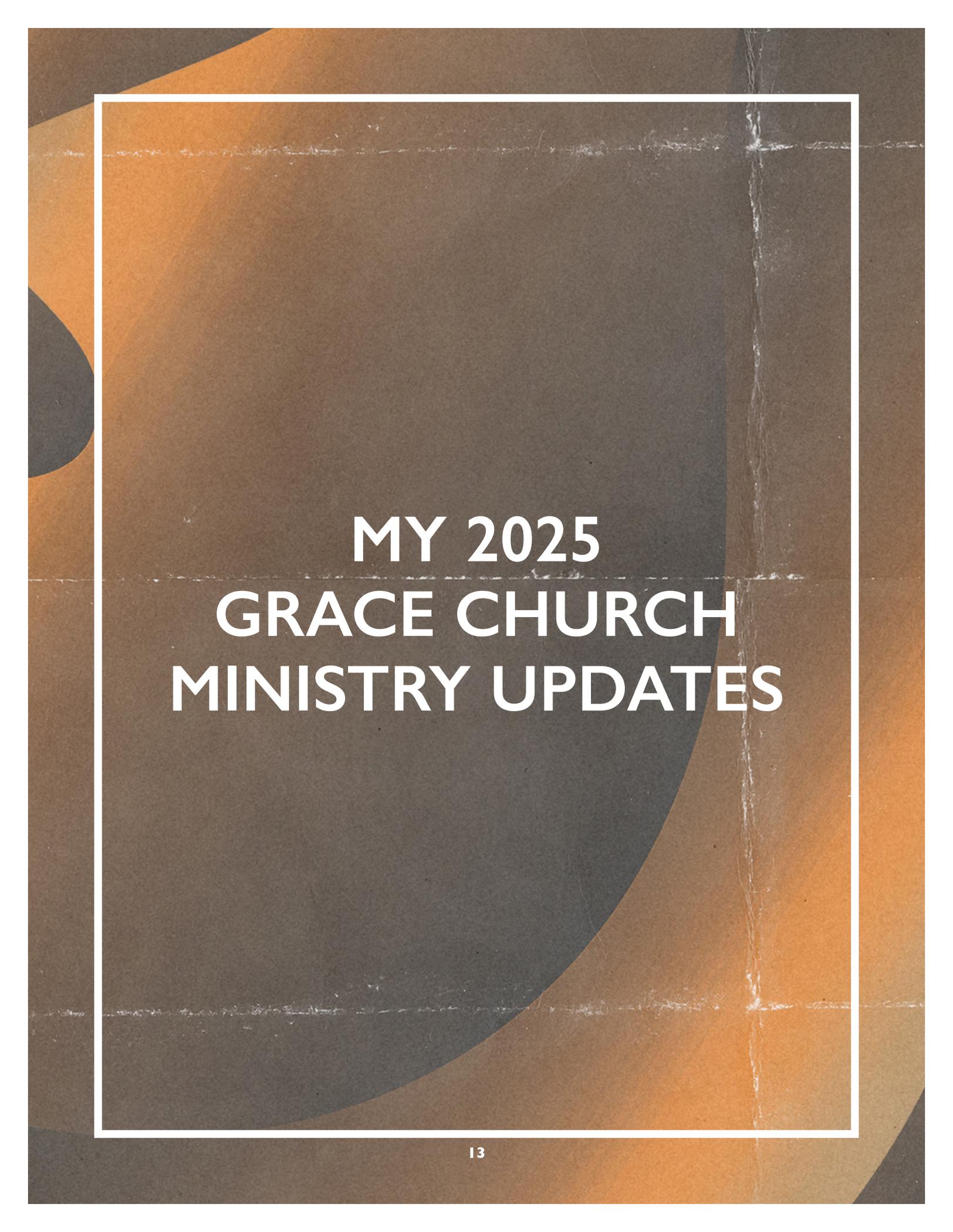
A word from Will Bakker:

I grew up in Long Beach, California, adopted by incredible parents who raised us in the church. Faith has been woven into my life from the very beginning, but it was during my college years at Concordia University Irvine, and especially while working summers at a Christian camp, that I first felt God's call into ministry.

That call led me to serve in a Southern California church for five years while earning my Master of Divinity from Fuller Theological Seminary. From there, God opened the door to full-time ministry in Scottsdale, Arizona, where I also met and married my wife, Becca. A few years later, we sensed God calling us somewhere new. Through family connections,

we learned about the Youth Ministry role at Grace, and from our first conversations with Pastor Scott and the team, we knew God was pulling us here to Erie.

Since arriving, our family has grown: we welcomed our daughter, Noelle, who is now almost 10 months old. For the past two years, I've had the joy of helping students and leaders grow into the people God made them to be. When I'm not with our youth, you'll probably find us at Presque Isle or watching an episode of Survivor.



**MY 2025
GRACE CHURCH
MINISTRY UPDATES**



GRACE HARBORCREEK

Pastor Michael Crisman

God has done so much over the last year at Grace Harborcreek! Or should I say, God has done so much through us as a congregation. As we prepared to step into our new 10-year vision to Awake the Lake, we've continued to tweak our ministries inside the walls of the church. So many people in our congregation have stepped up to volunteer and give and serve in powerful ways. And hundreds of you have even taken our LAUNCH class and learned what it means to be a Dream Disciple here at Grace Church. I couldn't be prouder of the way our church is courageously following God's call into this next season.

At the same time, we are leaning into what it means to bless our world outside the walls of the church. As a congregation, we had the privilege to bless our community in new and old ways. Collectively, we donated hundreds of meals to the Ella Cochran Food Pantry so that they could provide Easter and Thanksgiving dinners to families on the East side in need. At our local schools in the Wattsburg, Iroquois, Northeast and Harborcreek districts, we continued our prayer walks ahead of the school year. And we were also able to join with our brothers and sisters from other churches to put on the Harborcreek and Iroquois Baccalaureates to celebrate and bless the graduating seniors. During Easter week, volunteers from Grace partnered with Wesley UMC to serve alongside their church as they coordinated a community Easter Egg Hunt in Wesleyville. And we continued to join the Harborcreek Ministerium of churches to celebrate the Harborcreek Community Thanksgiving Service.

Yet it's not what we've done as a church that makes me so proud, it's who we are as followers of Jesus. I'm so thankful for the ministry that God has given us as a church. And I'm especially grateful for the four years that I've gotten to do ministry with each and every one of you at Grace Harborcreek. As God reveals my next chapter, I am confident that He will bring the exact, right person to lead our congregation into the future that He has for us. Because of that, I'm confident that we will accomplish even more together for His Kingdom in Ministry Year 2026!



GRACE MCKEAN

Pastor Andrew Silbert

I'm reminded of the old hymn that says, "On Christ the solid rock I stand, all other ground is sinking sand." As I reflect on this past year, one of the greatest joys of my life has been stepping into my calling here at Grace and living it out alongside so many who have planted their feet firmly on the Solid Rock. This has been a year of momentum and movement—of faithfully stepping toward the vision God has set before us as a church. Along the way, there have been both challenges and celebrations, but together they tell a story of growth, resilience, and God's steady hand guiding us forward. We can rejoice knowing our foundation is unshakable in Christ—and that makes this season one to truly celebrate.

God's faithfulness has been evident all year long. Each week, an average of 1200+ people gathered in worship at Grace McKean, including, on average, 200 kids who were poured into through GraceKids. We celebrated steps of faith as 89 people from our congregations were baptized, and 143 of you completed our new LAUNCH class—a powerful first step in owning the Awake the Lake vision. Every number represents a story of God at work.

And the stories are everywhere. A single mom quietly giving her time to serve, reminding us that no act of faithfulness is small in God's eyes. A leader who has begun to let the gospel reshape his influence at work. A life group interceding for a miracle and watching God answer. A prayer group gathering weekly, believing God for more. Yes, there have been big, headline-worthy moments—but so often, God shows His power in the ordinary and every day. Thank you, Grace McKean family, for being faithful in both the big and the small. Our extraordinary God uses those moments to do extraordinary things.

Pastor Scott closed his final report last year with an encouragement from the apostle Paul, and I can think of no better way to close my first report than by doing the same:

But because of his great love for us, God, who is rich in mercy, made us alive with Christ even when we were dead in transgressions—it is by grace you have been saved. And God raised us up with Christ and seated us with him in the heavenly realms in Christ Jesus, in order that in the coming ages he might show the incomparable riches of his grace, expressed in his kindness to us in Christ Jesus. For it is by grace you have been saved, through faith—and this is not from yourselves, it is the gift of God—not by works, so that no one can boast. For we are God's handiwork, created in Christ Jesus to do good works, which God prepared in advance for us to do.

We have good work ahead of us, friends. As Paul reminds us, we are God's handiwork—crafted in Christ for a purpose. The same grace that saved us also sends us, inviting us to walk in the good works He has already prepared for us. I praise God for what He has already done, and I look forward with joy and expectation to what He will continue to do as together we step more fully into our mission: following Jesus as we live out God's story every day, everywhere.

SERVIERIE



SERVIERIE

Kerrie Grande, Program Director

2024-2025 has been an amazing year for ServErie! Our focus has remained on being community focused, building relationships with Erie County and mobilizing volunteers to go out and be the hands and feet of Jesus where we live, work, learn and play. We have launched new programming, have begun to build new community partnerships and are growing and sustaining the amazing connections we have already established over the years. Looking forward toward the future of ServErie, we see more of the same work with added relational and serving elements. We are thrilled with what this year has brought and taught us and are looking forward to where God leads us next!

A few highlights from this past year:

In September 2024, we partnered with Hamot Health Foundation for the first ever RAM (Remote Area Medical) Clinic in Erie, PA, which is a completely free clinic that offers quality medical, dental and vision care. We served the medical, dental, vision and “general” volunteers, over 3 days, many meals and snacks, and we had the chance to share the “why” for being involved. We were also able to partner with other area businesses and organizations, and our church family, to help provide meals, snacks, soda and water too! We served over 300 patients that weekend....and we had the distinct joy of joining the RAM Clinic again this year on September 12, 13, and 14!

We also held 2 of our ServErie staple events this year, ServErie Saturday (in February 2025) and ServErie Summer Project (June 2025). The continued partnership with the United Way of Erie County has allowed us to return often to the community schools in June, where we continue to work on murals, organization projects and school wide clean-ups to help them get ready for the new school year. Our ServErie Saturday partners are equally appreciated, as we get to learn about the amazing things happening in their organizations and share it with our dedicated volunteers! We know these connections will continue to grow in the coming year!

We also launched a new program in February 2025 called ServErie 365. This program allows us to share local service opportunities with our volunteer database that are ongoing and can be connected to on a more frequent basis. Our volunteers can look at the list of agencies and opportunities and find places to serve that reach out to their personal calling or cause that is close to them. Right now, we have just under 22 agencies that have asked us to post their service opportunities-with more coming in each week. We are still refining the process, but the first quarter of this launch has been very successful!

This year has been full of relationship building, growing and sustaining through serving in our community. We have established a handful of powerful partnerships that lend toward making the Erie community better each day. We are so blessed by these partnerships and opportunities and are extremely excited to see where God leads us in the next year, as ServErie continues to grow and change. Thanks to all for being a part of the journey and helping us to serve Erie so well all year long!

NOTES
