

FAITH LUTHERAN CHURCH



310 Medayto Drive
Spicer, Minnesota
320-796-2522
faithspicer.org

2019
ANNUAL REPORT
Printed January 2020

FAITH LUTHERAN CHURCH
SPICER, MINNESOTA
ANNUAL MEETING AGENDA
JANUARY 26, 2020

1.CALL TO ORDER, LANDON FRIES

2.OPENING PRAYER, PASTOR TODD NELSEN

3.APPOINTMENT OF PARLIAMENTARIAN

4.ADOPTION OF AGENDA

5.APPROVAL OF MINUTES FROM 2019 ANNUAL MEETING

6.REVIEW OF FINANCIAL SUMMARY REPORT (SEE ATTACHED)

7.PRESENTATION OF NARRATIVE MISSION PLAN FOR 2020 (SEE ATTACHED)

8.PRESENTATION AND DISCUSSION OF DETAILED MISSION PLAN FOR 2020 (SEE ATTACHED)

9.NEW BUSINESS

a.ELECTIONS (SEE SEPARATE BALLOT)

b.APPROVAL OF PROPOSED MISSION PLAN FOR 2020 (SEE SEPARATE BALLOT)

10.ACKNOWLEDGEMENTS

11.ADJOURNMENT

12.CLOSING PRAYER, PASTOR SEYWARD ASK

FAITH LUTHERAN CHURCH – SPICER, MINNESOTA
ANNUAL MEETING MINUTES – JANUARY 27, 2019

Attendance: 138 voting members present

1. The meeting was called to order at 9:05 am by Council President, Tim Renner
2. The Opening Prayer was given by Pastor Seyward Ask
3. Parliamentarian – Sandy George was appointed Parliamentarian of the meeting.
4. Agenda – Annual Meeting Agenda was accepted without challenge or amendment. (No motion required.)
5. 2018 Minutes – A motion was made and seconded to approve the Minutes of the 2018 Annual Meeting. Motion passed.
6. Don Carlson provided a report of the 2018 Financial Summary. (Supporting report was included in packet.) Don thanked the congregation for allowing him to serve as Treasurer these past 3+ years. Janet Novak will be replacing Don, but he will remain available for a short time to help in transition.
7. Landon Fries shared the proposed Mission Plan for 2019 in the Narrative Mission Plan format. (Supporting document was included in packet.) The increase in the Mission Plan is to go toward supporting and growing ministries specifically focusing on the areas of Youth, Church and Community, as outlined in the packet.
8. Written annual updates from staff and ministries were provided in the handout packet (a few additional reports will be added and available soon) and are recommended reading.
9. New Business:
 - a. Elections – a ballot was provided and the following individuals were elected – by unanimous ballot – to serve in the identified capacities for 2019. (Motion for unanimous ballot was made, seconded and passed.)
 - i. Church Council:
 - ii. 3-year terms: Ben Hoffman, Louise Stenberg and Travis Aufderheide
 - iii. 1-year completion term: Chad Haugen
 - b. Approval of the 2019 Mission Plan – a motion was made, seconded and passed to approve the 2019 Mission Plan.
10. Acknowledgements – President Tim Renner thanked and acknowledged Faith’s generous and talented volunteers, staff and outgoing Council members Carla Lagerstedt, Jeff Johnson, Brian Paulson, and Kelly McComb.
11. Adjournment – a motion was made, seconded and passed to adjourn the meeting. Meeting adjourned at 10:50am.
12. A closing prayer was given by Pastor Todd Nelsen

Minutes submitted by Council Secretary, Kelly McComb on January 27, 2019.

CONGREGATIONAL INFORMATION

FAITH LUTHERAN CHURCH:

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Baptized Membership as of 12/31/2019 1439

Confirmed Membership as of 12/31/2019 1104

CHURCH COUNCIL (2019)

PRESIDENT Landon Fries
VICE-PRESIDENT Lila Burmeister
SECRETARY Mari Kooiman
CONGREGATION TREASURER Janet Novak
Council Members Nate Grotelueschen
Tim Renner
Chad Haugen
Travis Aufderheide
Ben Hoffman
Louise Stenberg

CHURCH STAFF:

LEAD PASTOR Todd Nelsen
ASSOCIATE PASTOR Seyward Ask
OFFICE ADMINISTRATOR Joy White
INTERIM PROPERTY MANAGER Jeff Johnson
CUSTODIAN Paul Haney
DIRECTOR OF MUSIC AND WORSHIP ... Dave Eliason
CHILDREN YOUTH AND FAMILY MINISTRIES DIRECTOR James Lucas
FEAST WORSHIP COORDINATOR Pat Nelsen
VOLUNTEER COORDINATOR Marge Erickson
PRAISE & PLAY DIRECTOR/TEACHER Patsy Cordes
PRAISE AND PLAY TEACHER Jean Anderson
PRAISE & PLAY ASSISTANT Pam Fox
MUSICIANS Dean Gylten, Nancy Hall, Susan Rime, Mary Jane Kane
NURSERY COORDINATOR Megan Rooney
NURSERY STAFF Ellie Hanson, Grace Lange, Jack Noeldner, Averi Prentice,
Rachel Renner, Abby Vanderwerf.

PASTORS REPORT
LEAD PASTOR-TODD NELSEN

“I give thanks to my God always for you because of the grace of God that has been given you in Christ Jesus, for in every way you have been enriched in him, in speech and knowledge of every kind— just as the testimony of Christ has been strengthened among you— so that you are not lacking in any spiritual gift as you wait for the revealing of our Lord Jesus Christ.” 1Corinthians 1:4-7

I must begin with a word of thanksgiving to God, for you, members of Faith Lutheran Church, for the ways in which you have once again lived out the grace that God has given to us in Jesus Christ. This congregation is a place of grace, and you are all people of grace; living and working together as the Body of Christ here in this portion of God’s kingdom. I thank God for all of you, who have lived out the promises of Christ’s call to all of us to be a people and a place of grace for one another, our neighbors, our community, and God’s kingdom.

As summer came to a close, our congregation was facing a large deficit that challenged the funding the ministry we all value. We did not panic, rather creative and generous individuals stepped forward to invite us to deeper generosity and ownership of the ministry we share. And trusting in our good and generous God, Faith Lutheran stepped up to the challenge and addressed this shortfall with great generosity. I can only thank God for all of you and your generosity and commitment to the ministry of our congregation.

I also want to thank you for the many ways in which you enrich the lives of those who call Faith Lutheran their church home. This year I have witnessed the people of Faith taking more and more ownership of our mission to be a church where “God gathers us as a family of faith to nurture, inspire, and share the love of Jesus with all people.” You have extended invitations to friends and neighbors to experience God’s love in this place. You have stepped up to serve meals, teach children, sing in the choir, mentor a youth, lead worship, mow the lawn, shovel snow, visit the homebound, and so much more. In your doing of these things, you are using your spiritual gifts to strengthen God’s church here in our little corner of the kingdom.

Thanksgiving to God must also be given for the excellent staff and volunteers who make Faith a place of grace and where the good news of Jesus is made known. Your staff seeks to nurture, inspire and share all of the blessings God has given to us. I want you to know they are careful stewards of the gifts you share and of the trust you have given to them.

As we look forward to a new year, we trust that God will give us the vision to step out in faith to do more to build up the Body of Christ. One opportunity that we are eager to pursue is to set up a series of cottage meetings so we might listen to one another and God about the direction of our ministry. This will be an opportunity for you to share with the Faith staff and leadership your concerns and celebrations of our ministries. These meetings will have a simple agenda. At these meetings, you will: Get a chance to share a little bit about yourself and your history at Faith. You will also have the opportunity to share your stories and ideas for our ministry. And you will be invited to celebrate and anticipate what God has done, is doing and will do through God’s people at Faith.

Again, I thank God for each and every one of you as you live out the promises of the good news of Jesus in our life together as God’s people at Faith Lutheran Church.

Pastor Todd

PASTORS REPORT
ASSOCIATE PASTOR -SEYWARD ASK

2019 has flown by, and it has been a very full and good year. I feel so blessed to be living out God's ministry alongside such wonderful, faithful people here at Faith Lutheran Church. Here are some highlights on how I have spent my time during the past year:

Ministries

- I am the staff liaison for Tuesday's Table, and I have enjoyed the opportunity to serve alongside our wonderful group of volunteers on multiple occasions.
- I am the staff liaison to The Link, which continues to flourish and seek to fill the needs of our community.
- I am the staff liaison to Family Promise, a very much needed ministry within our community and surrounding areas. Our volunteer coordinators work very hard throughout the year, and they are always seeking the assistance of many more volunteers in order to continue as a host site.
- I am the staff liaison for the Feast meal planning team, and I also share the role of creating the liturgies and prayers used during the Feast worship.
- I meet monthly with the head of our Altar Care team to discuss upcoming worship changes, baptisms, funerals, and anything else related to worship.
- I am the staff liaison for our Faith Community Garden, which is open to the whole community and includes our Bounty Cart, a wonderful real life example of God's abundant grace for all.
- Pastor Todd and I are both staff liaisons for our Mission Resource Team, and we were also part of the sub-committee Cultivating Generosity team.

Faith Visitation Ministry/Faith Grief Support Ministry

Being willing to visit church members who are unable to attend worship at Faith for a variety of reasons is a much-needed ministry of our church. This year we created a grief support team, which is made up of several wonderful people who are aware of the longevity of the grieving process, and how it can be expressed in different ways and stem from many sources. This grief support team is committed to proving love and support to our many members who are grieving a loss in some way, as well as creating awareness around grief and how to offer support.

Women, Wine & the Word

A really exciting addition to our offerings through Faith was the creation of Women, Wine & the Word, a monthly women's bible study that gathers in someone's home to enjoy some snacks, a beverage of their choosing, fellowship with other women in our church, and a conversation-based bible study. These gatherings have been very well attended, and I foresee it continuing to grow and flourish into 2020.

Reshaping Confirmation

James, Pastor Todd, and I completely revamped our Confirmation program for the 2019-2020 year. We adjusted the age range of the students and the start time, reworked the small group structure, and recruited multiple adults to serve as small group leaders. And, probably the biggest project of all, we created and wrote an entirely original curriculum centered around our Lutheran baptismal promises with young teens in mind. These lessons have doubled as themes for our sermons at the Feast worship. We are very proud of the work we have created, and we are already discussing what curriculum to create for next year.

Outreach

- I oversaw Faith's annual Link Mitten Tree, which involved receiving gift requests and creating labels for the mittens; securing volunteers to put up/take down the tree and cut out the mittens, decorating it with the gift request mittens, sorting through and delivering the donated gifts, and purchasing remaining gift requests. We were able to expand this ministry this year by involving our Confirmation students to shop for gift requests for specific families in our community.
- I oversaw our three annual homebound gift deliveries: Easter lilies, Thanksgiving treat boxes, and Christmas poinsettias.
- I organized and encouraged volunteers to sign up to deliver Meals on Wheels during Faith's assigned month of June.
- I planned our annual Baptism Festival brunch, which celebrates families who have had baptisms at Faith over the past two years (2017 & 2018), with the main meal being catered and asking parents to bring sides to share. We had a successful turnout.
- I oversee our nursery, which is staffed and available to children age 3 and under on Sunday mornings and Wednesday evenings. I oversee the hiring process of our high school-aged nursery staff, and I also supervise our nursery coordinator, Megan Rooney, who oversees the nursery schedule.
- I oversee our Faith 101 class, which is an orientation for people who are interested in becoming members of Faith and learning more about our church.

Continuing Education

- In January I attended the ELCA Extravaganza. I also used this time to write the summer theme curriculum for Serve Boldly.
- In February I attended our Synod's annual Equipping Congregations Day event, which I also help plan.
- In May I attended a preaching conference called the Festival of Homiletics. I am always looking for ways to improve and refresh my preaching skills, and I found this to be a really inspiring event.

The Wider Church

- I have regularly attended our monthly New London Spicer Ministerial meetings.
- I have regularly attended our monthly Synod Lakeland Conference Pastors meetings.
- I attended the Southwest Minnesota Synod annual Fall Theological Conference, which is a time for our pastors and rostered leaders to gather together as a Synod, discuss items from the most recent Synod Assembly and ELCA Churchwide Assembly, and hear updates from Bishop Jon Anderson regarding ministry in our Synod and the wider ELCA.
- I attended the Southwest Minnesota Synod annual Synod Assembly.
- I am on the Synod's Equipping Congregations Day planning team.
- I am a partner and co-founder of Serve Boldly, a nonprofit organization that provides week-long summer service trips for middle and high school Lutheran youth groups.
- I am an occasional devotional writer for Augsburg Fortress and also regularly review Sunday school curriculum for Sparkhouse.

Routine items and misc.

- I have been involved in shaping our "Fall All in at Faith" campaign, lifting up our congregation's successes and encouraging our members to prayerfully discern raising their annual giving in order to further the ministries we are able to offer.
- I served as a chaperone on the Serve Boldly mission trip to St Louis, which was a wonderful opportunity to get to know some of our youth better, and reminded me of my passion for youth ministry.

- I led worship and preached on a regular basis.
- I regularly facilitated our Deeper Dive Feast class.
- I regularly led our weekly Thursday morning bible study
- I regularly led our weekly Preschool Chapel service
- I officiated baptisms, funerals, and weddings.
- I led Sunday and Thursday afternoon worship at Glen Oaks.
- I have written articles for our Forecaster newsletter as well as the Lakes Area Review newspaper.
- I made numerous nursing home, hospital, and homebound visits.

I'm certain there are things I have forgotten to mention, but this should give you a general idea of what I have been up to. 2019 was a great year, and I'm so thankful to be spending this time with such faithful people and wonderful staff members. Thank you for being a part of this vibrant Faith community!

Pastor Seyward

CHILDREN, YOUTH AND FAMILY MINISTRIES DIRECTOR REPORT

JAMES LUCAS

Great things have been happening at Faith, and in 2019 we sought to make our ministry even better, and we did this by intentionally looking at areas we wanted to improve.

The largest improvement in 2019 has been to our Confirmation program. In February, Pastor Seyward, Pastor Todd and myself met to discuss our vision. After many weekly brainstorming sessions, we had a game plan ready to be implemented in the following Fall.

- Confirmation now begins at 6pm with worship, and goes until 7:30pm
- After worship, students gather in the fellowship hall and sit with small groups, for a large group activity, led by James
- Small groups are now mixed by age and gender
- Confirmation now begins in 6th grade
- We are placing a strong emphasis on building relationships with their adult leaders, with the belief that mentor-type relationships are vital to faith formation
- Curriculum themes were brainstormed and written by the pastors and James
- Small group leaders now meet monthly to talk over lessons in advance, and check in on Facebook regularly
- Students have 3 trip options during their time in confirmation, and must eventually over their 3 years attend at least 2 different trips

In 2019 our Wednesday night Sprouts program shifted to be more student-led, with the assistance of Confirmation small groups. This led us to seek out an adult leader, Collin Magner, who will be working with Sprouts for the foreseeable future.

Our children's ministry also saw some changes in 2019 as we added a "mini" kid's worship at the beginning of the Sunday School hour in the sanctuary. Our 3 and 4-year-old students now begin Sunday School in their own classroom and special music. During this time, our 5th-grade middle schoolers help act out the story for the younger students and then perform again for the 3 and 4-year-old students.

We partnered with Green Lake Lutheran Ministries last year for our 1st Communion students, where they stayed overnight at camp and learned about the last supper, and why Communion is an important milestone in our faith. Students that were not able to attend the retreat had the alternative option to attend a new “Communion for Beginner’s” course that is open to all ages.

The summer of 2019 was a busy time. We had 5 students and 1 adult chaperone attend our St. Louis mission trip along with Pastor Seyward and James. We also continued partnering with Green Lake for our VBS/Day Camp and switched locations to be at Shores of St. Andrew, which proved to be a much better-equipped site for the age groups. We had over 100 students attend, over half of which were from Faith, or affiliated with Faith Lutheran. And rounding off the summer was our Faith Family camp, with 45 people from Faith attending.

High School youth group is now a monthly occurrence and is more event-based. We continue to see active engagement in our high school students that have shown a history of high attendance and trip involvement.

DIRECTOR OF MUSIC AND WORSHIP REPORT

DAVID ELIASON

We’re so lucky! Our congregation has so many wonderful and talented musicians willing to share their gifts. That is a great blessing and one that we are fortunate to have. And we have a wide variety of music and musicians to listen to. From classical to contemporary, we embrace all kinds of music to glorify God and to give encouragement to the people of God. Thank you to all of you who have so graciously shared your musical talents with Faith Lutheran this year!

Not only do we enjoy “homegrown” musical offerings and events such as: seasonal cantatas, original worship liturgies, special music of all kinds and regular appearances by the Chancel Choir and the Feast Band, we also have enjoyed numerous concerts this year by the Prairie Arts Chorale, the annual appearance by the Minnesota All-State Lutheran Choir and a mass choir performance by the area church choirs to benefit the Link. That’s a lot of good music happening!

Many have expressed their gratitude in appreciation of our musical groups and musicians. While we certainly appreciate the kind words, our reason to sing and play is to bring glory to God and assist in our worship together. We appreciate the ways in which our church family supports music by providing resources that we need and with their participation in musical events and entering into our corporate worship so fully.

We continue to look for others who are interested in sharing their musical gifts. Whether it is singing, playing an instrument or supporting our musicians behind the scenes, we welcome you to participate! And please keep encouraging our musicians as gracefully as you’ve done in the past. It’s an acknowledgment not only of the performance but of all the time and practice that’s gone into its preparation – and it is appreciated very much!

The year ahead will feature all of these musical components and more. 2020 will be a year rich in musical opportunities. Soli Deo Gloria!

PROPERTY REPORT

JEFF JOHNSON

Where did the year go? Seems like only 3 months ago that I volunteered to do this while a new Property Manager was discovered waiting in the wings. Actually it has now been 16 months and I have enjoyed many aspects of the position. Most importantly I have enjoyed how people have stepped up to help when the need arose. From painting to fixing roof leaks to lawn care and snow shoveling, small teams of volunteers have materialized to get the job done. These teams of volunteers are the gel that keeps the facility working, especially in tight budget times. Their importance cannot be stressed enough nor can they be thanked enough. So all of you volunteers please accept my and the congregation's thanks for a Job Well Done. Let's get even more volunteers this coming year as we began a new decade here at Faith Lutheran.

Over the past year we can list several accomplishments that occurred. The parking lot on the east side had the cracks sealed. We will plan on doing the west lot in the spring of 2020 along with new striping on both lots. These are expensive projects with a price tag of about \$10,000 for the west lot alone along with the driveway. If this is not done water enters the cracks, freezes and expands causing the asphalt to break up and potholes to appear. To replace the lots would cost upwards of \$80-90 thousand. Sealing them increases the life expectancy for several more years. LED lighting for the lots have been installed last fall and the final fixtures are being built now. I think you will agree that the lighting is much improved though the cost was about \$6000 for the fixtures and the installation was completed by volunteers. We spent some time exploring the source of the roof leaks. Where we could volunteers were utilized to solve some problems. In addition, a professional roofing company repaired leaks on the rubber roof. Eventually that roof will need to be replaced probably in 2025 to 2027 so we are recommending setting aside dollars each year to cover that expense when it occurs.

We have been steadily replacing fluorescent bulbs with LEDs as they burn out. You may not realize it but if you look around the lights are on more quickly and are brighter. Speaking of lighting we are looking for alternative ways to manage the lights in the sanctuary. More on that later in the year. Becoming more energy efficient is way we can reduce electrical and fuel usage on an annual basis even as rates increase. That is why we are also working on installing more WIFI thermostat in 2020 so we can better manage our energy consumption to be more timely and user friendly.

So let's look forward to another great year here at Faith with green lawns, beautiful flower gardens, a roof that does not leak and a Faith that keeps growing. Thanks to all the staff and volunteers for all you do.

Jeff Johnson

Church Council

COUNCIL PRESIDENT-LANDON FRIES

The Faith Lutheran Church Council would first and foremost like to give thanks to our Lord and maker for providing us the gifts and talents that make Faith Lutheran Church a wonderful place to worship and have fellowship.

2019 was a year of building on the programming changes in 2018. The Feast on Wednesday evenings continues to be a positive weekly opportunity for fellowship and worship as well as growing offerings for learning.

We appreciate the continued commitment to give because, without it, Faith would not be able to accomplish as much of God's work.

Here are some of the 2019 highlights from your Church Council:

- Council members and congregants participated in The SW MN Synod's "Equipping Congregations" event in February at Vinje Lutheran Church
- Attended the SW MN ELCA Synod Assembly June 7th in Redwood Falls, MN
- The MRT continued to engage congregational members through personal visits
- Praise + Play Preschool explored changes that could further grow our presence in the community and ultimately decided to not make any major changes at this time
- We partnered with an HR consultant to help finish updating our personnel policy manual
- Volunteer coordinator Marge Erickson is helping engage congregational members in new ways
- As committed in 2019, we were able to set aside \$12,000 for capital improvements. This is preparation for future repair and maintenance needs of our aging building.

The Council continues to focus on fiscal responsibility in all aspects of Faith's finances in the interest of responsibly using your generous contributions to God's glory.

We maintained a watchful eye on our finances throughout 2019. With your faithful support, our giving almost matched the previous year, but we still ended the year with a \$1,547.92 deficit vs. the 2019 Mission Plan. The total charitable giving was \$643,986.02, which was \$49,163.97 short of our 2019 Mission Plan. We were able to finish our year by underspending several areas of our mission plan, the majority of which was in two areas of the Mission Plan. These areas include Serving Beyond Our Walls of \$21,068.41, and Salaries of \$27,994.13. The salaries portion was largely due to the Property Manager position being unfilled all of 2019. The council will continue to carefully monitor and report to the congregation our finances over the course of 2020.

On behalf of the council, thank you again for everything you have done to move Faith forward. 2020 holds a lot of promise for Faith Lutheran. We have some very dedicated members and very promising plans to grow in God's blessings and broaden the impact of God's work. We are excited to see what God can do with our vision, faithfulness, gifts, and talents.

Thank you. Please reach out to members of the Council if you have any questions.

Treasurer's Report

JANET NOVAK

Attached are the Statement of Financial Position (Balance Sheet), Designated Fund Balance Report and the summary of each funds income and expense for 2019. The accounting firm, Anfinson Thompson & Co, of Willmar, MN continues to provide the day to day accounting services for Faith.

The General 01 fund represents the Faith Lutheran Missio Plan approved each year. Generalgiving to Faith showed an increase of \$14,701.80 from 2018. Net of un-deposited funds, accounts payable and payroll liabilities the general fund checkbook balance as of December , 2019 was (\$2,431.97). \$10,000.00 was funded in 2019. The ending 2019 balance on the mortgage was \$733,597.68.

The capital campaign was officially completed in 2016. However, gifts and pledges are still coming in and the fund will remain open as the columbarium will need to repay the capitalcampaign for the money fronted for its construction. All gifts, pledges and repayments into the capital campaign fund are now being used to pay down principal debt on the mortgage,

Please contact me if you have questions.

Janet Novak - Treasurer

796-3030

novakjanet@tds.net

Faith Lutheran 2019 Annual Report Information

General Operation - Mission Plan Ministries - Fund 01

Income & Expense - General fund 12/31/19

Total Income 2019	\$767,712.50
Total Expense 2019	<u>\$769,260.42</u>
Excess expense	(\$1,547.92)

Designated Ministry Fund Savings - Fund 02

Ending Balance 2018	\$45,658.24
Ending Balance 2019	<u>\$66,639.57</u>
	\$20,981.33

Praise and Play Preschool - Fund 033

Income	\$73,891.31
Expense	(\$78,282.61)
Accouns Payable	<u>(\$208.76)</u>
	(\$4,600.06)

Columbarium - Fund 05

Income	\$2,500.00
2018 Un-deposited Funds	\$ 1,600.00
2019 Net Income	\$0.00
Ending 2019 Fund Balancee	\$4,100.00

Capital Campaign - Fund CC - As of 12/31/19

Income	\$ 511,555.44
Capital Campaign Expense	\$ (40,516.29)
Mortgage Principal Payment	\$ (268,000.00)
Technology Improvements	\$ (102,695.00)
Columbarium	\$ (17,001.00)
<u>Link 10% Tithe</u>	\$ (4,346.30)
Ending 2019 Fund Balances	\$ 78,996.85

Income & Expenses
December 31, 2019 vs December 31, 2018

Income General Fund	2019	2018
Charitable Contributions	643,986.03	616,838.35
Non-Charitable Contributions	8,308.18	12,400.46
Misc. Income (Insurance Claims)	<u>115,418.29</u>	-
Total General Fund Income	767,712.50	629,238.81
Mission Plan Expenses		
Mission in Partnership	23,321.59	39,016.56
Welcome - Hospitality	6,502.47	7,000.76
Rejoice - Aworship Music	7,025.88	5,409.27
Grow - Education	7,523.53	1,789.72
Serve - Missions/Social	1,269.70	1,185.80
Youth Ministry	415.21	569.05
Facility	70,322.06	75,687.18
Administration	65,045.45	64,963.26
Salaries	362,615.51	343,152.92
Endowment/Capital Improvement Exp.	<u>128,447.23</u>	-
Total Mission Plan Expense	672,488.63	538,774.52
Motgage Expense		
Principal & Interest	96,408.00	96,408.00
Uncategorized Expense	363.79	252.61
Total Expense	769,260.42	635,435.13
Net Ordinary Income	(1,547.92)	(6,196.32)

FAITH LUTHERAN CHURCH
Schedule Of Assets, Liabilities And Net Assets By Fund
Modified Cash Basis
December 31, 2019

	1 General	2 Designated	3 Preschool	5 Columbarium	6 Capital Campaign	7 Endowment	TOTAL
ASSETS							
Current Assets							
Checking/Savings							
1050 · GENERAL FUND CHECKING 350	\$ 71,798.58	\$ 34,242.41	\$ (25,951.62)	\$ (21,518.01)	\$ 78,996.85	\$ -	\$ 137,568.21
1060 · CAPITAL IMPRO MIF 7816	-	-	-	-	-	61,686.02	61,686.02
1080 · GEN ENDOW MIF 7077	-	-	-	-	-	31,098.64	31,098.64
1100 · EDUCAT ENDOW MIF 7750	-	-	-	-	-	24,582.00	24,582.00
1120 · RUTER ENDOW MIF 7774	-	-	-	-	-	9,472.60	9,472.60
1200 · DESIGNATED SAVINGS (4490)	-	32,554.88	-	-	-	-	32,554.88
Total Checking/Savings	71,798.58	66,797.29	(25,951.62)	(21,518.01)	78,996.85	126,839.26	296,962.35
Other Current Assets							
12000 · Undeposited Funds	1,015.00	300.00	-	-	-	-	1,315.00
Total Other Current Assets	1,015.00	300.00	-	-	-	-	1,315.00
Total Current Assets	72,813.58	67,097.29	(25,951.62)	(21,518.01)	78,996.85	126,839.26	298,277.35
Fixed Assets	4,449,642.95	-	-	-	-	-	4,449,642.95
Other Assets							
1140 · TERM INVEST MIF 1492.	-	-	-	-	-	86,662.39	86,662.39
Total Other Assets	-	-	-	-	-	86,662.39	86,662.39
TOTAL ASSETS	4,522,456.53	67,097.29	(25,951.62)	(21,518.01)	78,996.85	213,501.65	4,834,582.69
LIABILITIES & NET ASSETS							
Liabilities							
Current Liabilities							
Accounts Payable							
2150 · ACCOUNTS PAYABLE	74,113.81	457.72	208.76	-	-	-	74,780.29
Total Accounts Payable	74,113.81	457.72	208.76	-	-	-	74,780.29
Other Current Liabilities							
2160 · CURRENT PORTION-LTD	69,084.70	-	-	-	-	-	69,084.70
2200 · PAYROLL LIABILITIES.	2,131.74	-	-	-	-	-	2,131.74
Total Other Current Liabilities	71,216.44	-	-	-	-	-	71,216.44
Total Current Liabilities	145,330.25	457.72	208.76	-	-	-	145,996.73
Long Term Liabilities							
2215 · CURRENT PORTION OF DEBT	(69,084.70)	-	-	-	-	-	(69,084.70)
2210 · MIF MORTGAGE 2717	733,597.68	-	-	-	-	-	733,597.68
Total Long Term Liabilities	664,512.98	-	-	-	-	-	664,512.98
Total Liabilities	809,843.23	457.72	208.76	-	-	-	810,509.71
Net Assets							
3001 · UNRESTRICTED NET ASSETS	3,712,613.30	-	-	-	-	-	3,712,613.30
31500 · TEMP. RESTRICTED NET ASSETS	-	66,639.57	(26,160.38)	(21,518.01)	78,996.85	213,501.65	311,459.68
31999 · RECLASS NET ASSETS	(53,980.08)	(20,981.33)	4,391.30	(2,500.00)	(4,279.00)	(21,170.65)	(98,519.76)
Net Income	53,980.08	20,981.33	(4,391.30)	2,500.00	4,279.00	21,170.65	98,519.76
Total Net Assets	3,712,613.30	66,639.57	(26,160.38)	(21,518.01)	78,996.85	213,501.65	4,024,072.98
TOTAL LIABILITIES & NET ASSETS	\$ 4,522,456.53	\$ 67,097.29	\$ (25,951.62)	\$ (21,518.01)	\$ 78,996.85	\$ 213,501.65	\$ 4,834,582.69

Substantially all disclosures ordinarily included in modified cash basis financial statements are omitted, and no assurance is provided on these financial statements or supplementary information.

**FAITH LUTHERAN CHURCH
DESIGNATED FUND BALANCE
MODIFIED CASH BASIS
YEAR ENDED DECEMBER 31, 2019**

Fund	Balance	Current Month		Year-to-date		Balance	
	12/31/2018	Receipts	Expenses	Receipts	Expenses		Transfers
Banners/Art/Stain Glass	\$2,413.46	\$ 100.00		\$ 250.00	\$ 671.80		\$1,991.66
Bell Repair	(1,024.31)			1,024.31			-
Can Recycling	578.00		354.30	354.30	932.30		-
Children's Ministry	170.15		137.11	40.00	162.46		47.69
Choir	1,936.75	450.00	100.00	847.00	100.00		2,683.75
Computer Re-Boot				5,235.97	5,235.97		-
Concert Series/Choir Fund	1,977.18						1,977.18
ELW Hymnals	(0.00)						(0.00)
Faith Rebuilders	884.65						884.65
Family Promise	1,000.46			524.00	16.99		1,507.47
Flowers/Decorations	(0.00)						(0.00)
Food Shelf	897.00	200.00		2,643.00	897.00		2,643.00
Funeral Expense	21.72						21.72
General Endowment	-	11,028.94	5,922.20	11,028.94	5,922.20		5,106.74
GLBC Scholarships	837.70			1,848.00	870.00		1,815.70
Life Insurance	0.60						0.60
Lutefisk Dinner	-		(150.00)	9,586.00	4,769.76		4,816.24
Memorials - Designated	561.00						561.00
Memorials - Undesignated	3,046.04			2,570.00	5,606.04		10.00
Merchandise	(467.98)	128.00	1,400.00	659.90	1,400.00		(1,208.08)
Ministerium Meeting			12.98		32.78		(32.78)
Mission Trip Fundraiser	0.00						0.00
Missionary for a Day	-	80.00		506.00			506.00
Mortgage Principle/CC	-	380.00		2,710.00			2,710.00
Noisy Offering	749.77			583.06	1,203.83		129.00
Non Mission Purchase	11.76						11.76
Outreach	343.04				274.05		68.99
Parking Lot Lights	(261.00)	2,500.00		3,606.00	845.00		2,500.00
Quilters	100.00			771.00	771.00		100.00
Sound System	(4,524.98)	1,463.22		8,255.98	3,731.00		-
Sunday School Offering	129.23	318.79	656.65	846.21	656.65		318.79
The Feast	604.52	6,089.98	2,430.00	17,698.98	18,303.50		-
The Link	-			766.18	741.18		25.00
The Lutheran	(0.97)						(0.97)
VBS SCHOLARSHIPS	-			3,575.00			3,575.00
World Hunger	-			95.00			95.00
Youth Account	35,002.82	975.00	3,633.95	3,622.91	8,275.08		30,350.65
Youth Fundraiser	-	86.00		4,936.00	2,236.32		2,699.68
Zimmerle Mission	560.00	75.00		580.00	560.00		580.00
Interest Income	111.63	2.85		32.50			144.13
Total	\$ 45,658.24	\$ 23,877.78	\$ 14,497.19	\$ 85,376.24	\$ 64,394.91	\$ -	\$ 66,639.57

THE PAROCHIAL REPORT

MEMBERSHIP	BAPTIZED	CONFIRMED
Membership as of 12/31/2018	1495	1130
Members received from 1/1/2019-12/31/2019	36	33
Members removed from 1/1/2019-12/31/2019	109	76
Total Members 12/31/2019	1422	1087
Associate Members	17	17
	1439	1104

MEMBERS RECEIVED:

BY BAPTISM - 9

Baxtin Bast	Blair Johnson	Rosella Lien
Hunter Bast	David Korsmo	Isla Quisberg
Brooks Fellows	Elliot Korsmo	Reagan St. Aubin

BY TRANSFER - 27

Peter & Diane Anderson	Christian Korsmo & Samantha Skaggs	Paul & Haley Schrupp
Mike & Lindsey Buboltz	Melissa & Wade Quisberg	Craig Nelson & Megan Hjelle
Addison, Aubree, Alivia	Ava Baker	Abigail Hjelle
Craig & Shauna Keller	Jake Schwinghammer & Kirsten Palan	
Landon, Hadlee, Lexie	Beverly & Edwin Wetherill	

BY CONFIRMATION - 14

Kyle Doty	Sadie Hatlestad	Avery Palmquist
Lilly Doty	Elijah Haugen	Averi Prentice
Nicholas Eckhoff	Brody Lien	Abby Reich
Rachel Gaasterland	Jack Noeldner	Jake Rooney
Ellie Hanson	Tyler Olson	

MEMBERS REMOVED:

BY TRANSFER - 18

Darren & Michelle Hardebeck	Brittany & Taylor Johnson	Lori Schoer
Alex, Dylan, Leah, Zackary	Olivia	Gail Suter
Paul & Ruth Idstrom	Carol Thorstad	Anna, Dmitry
Loren & Debb Teig		

ASKED TO BE REMOVED - 10

8 Confirmed
2 Non Confirmed

REMOVED - 72

47 Confirmed
25 Not Confirmed

BY DEATH -9

George Couleur
Duane Loe
Dorothy Swart

Joyce Finstrom Jensen
Lois Osland

Richard Leonard
Jon Pederson

Bruce Loftness
Eleanor Prentice

MARRIAGES FROM 1/01/2019-12/31/2019

Amanda & Kelvin Caskey
Miranda & Shawn Johnson
Paul & Haley Schrupp

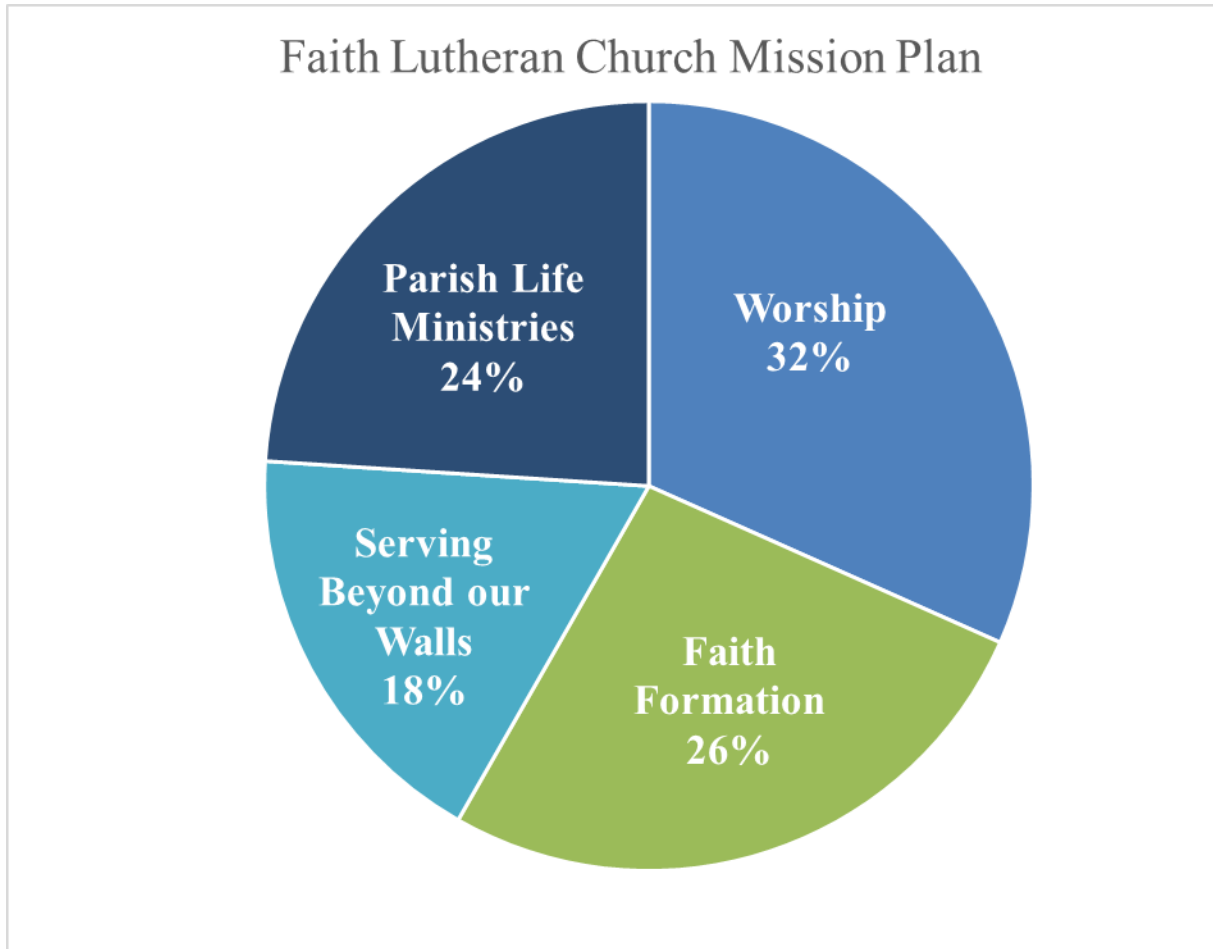
Hannah & Kyle Gjerde
Andrew & Ali Lien

Faith's 2020 Narrative Mission Plan

Fall All In at Faith

Proposed 2020 Mission Plan - \$702,500

Our Narrative Mission Plan will explore how the anticipated offerings will work to serve our congregation and community across four different areas: Worship, Faith Formation, Parish Life Ministries, and Serving Beyond Our Walls. Within each area we will provide a category definition, highlight moments from the past, and share how our ministry will grow moving forward.



Worship

32% of Mission Plan = \$222,446

I will sing of your love and justice; to you, Lord, I will sing praise... Psalm 101:1

What's included in Worship?

Worship includes music, ushers, bulletins, hymnals, sound equipment, altar guild, and a significant amount of pastoral time so it's no surprise that it makes up the largest portion of our Mission Plan at 32%. Here at Faith, we take our music as part of worship pretty seriously, so a large portion of the plan will be used for new choir music, instruments, musicians, choir director, replacement hymnals, etc. Additionally, we need our space to be

comfortable for worship, so about a third of our facility costs (mortgage, utilities, heat, air conditioning, etc.) are allocated to the time we spend in worship services. Worship provides us a time to connect with God, learn more about his teachings, and understand the impact he can have on our everyday lives. Worship is where it all begins for us here at Faith so it makes sense that the largest portion of our plan is used for ministry.

Highlights of Worship 2019

- Increased average worship attendance from 110 to 128 at the feast
- Increased attendance on Sunday services
- Choir Cantata for both Holy Week and Christmas
- New musicians add to the Feast band
- 9 baptisms
- 14 young adults at Faith affirmed their faith on Reformation Sunday



Looking Ahead

In 2020 we are looking forward to engaging more people in worship and sharing the good news of Jesus in creative and meaningful ways. We believe that worship is at the center of our lives together and that by providing a meaningful and engaging worship will lead people into deeper encounters with our gracious God. We are currently exploring new ways in which to serve our congregation and community when it comes to worship services. This may include changes in worship times and locations, and adapting our worship space to communicate the messages of certain seasons in the church year.

Faith Formation

27% of Mission Plan = \$186,871

If you are pleased with me, teach me your ways so I may know you and continue to find favor with you. Remember that this nation is your people... Exodus 33:13

What's included in Faith Formation?

Faith Formation focuses on the different programs provided to children and adults to dive deeper into God's word. Included in these programs are Sunday School, VBS, Confirmation, Preschool, Bible Studies, Faith on Tap, and The Feast programming. The dollars allocated to make these programs thrive are used for Sunday School activities such as arts and craft materials, Bibles, Confirmation curriculum, the majority of our Youth and Education Director's time, and a significant portion of pastoral time. Similar to worship, we need space to gather, study, and discuss, so about a third of our facility costs are allocated to these activities.

Faith formation is the second largest consumer of our pie chart, making up 27% of our Narrative Mission Plan, and subsequently, the second most important use of our funds and time to strengthen our relationship with God. Faith formation provides the foundation for our future; serving as the platform for many of our youth to learn about

God's love, begin to have a relationship with Jesus, and to understand what it means to live as a Christian in our community. Faith formation also offers different ways for each of us to deepen our understanding of God's love and wrestle with life's hard questions when God's perfect love has to be applied to the imperfect world we live in. Given the importance of this ministry, it makes sense that a significant portion of our Narrative Mission Plan supports these programs.

Highlights of Faith Formation 2019

- Now participating with Green Lake Bible Camp for 5th grade 1st communion education.
- Created a "Communion for Beginners" class for students of all ages that are interested in learning and receiving communion early.
- 2 youth attended Servant Adventure week up at Camp House in Brimson MN.
- 15 children and youth attended either Green Lake Bible Camp, or Shores of St. Andrew.
- 5 students attended the St. Louis Mission Trip in July.
- VBS/Day Camp (partnered with Peace Lutheran) was held at Shores of St. Andrew, with over 100 campers, over half of which were from Faith.
- 45 people from Faith attended Faith Family Camp up at Camp House in Brimson MN.
- Confirmation now includes 6th grade, updated confirmation instruction
- Sprouts continues to engage high school students as volunteers.
- 2 high school students attended the Senior High Youth Gathering, and were both voted onto the Synods Lutheran Youth Organization board, where they help plan and coordinate the following school years youth gatherings.
- Faith on Tap continues to grow in attendance and diversity
- Women, Wine, and the Word Bible Study began
- Deeper Dive Bible Study during the Feast
- Other weekly bible studies continue



Looking Ahead to 2020

- Sunday School will hold its first "Summer Party" fundraiser on May 17 to raise funds for Sunday School activities.
- 3 youth trips are planned for 2020: Faith Exploration Weekend in February, Confirmation North Camp in June, and our Denver Mission Trip in July.
- Total attendance for our Summer 2020 trips currently puts us over 40 students that will be attending a Faith Formation trip in 2020.

Parish Life Ministries

24% of Mission Plan = \$168,357

A new commandment I give to you, that you love one another, even as I have loved you, that you also love one another... John 13:34

What's included in Parish Life Ministries?

Parish Life Ministries focuses on fostering the sense of community we have built here at Faith and it includes services such as coffee and fellowship, Faith Partners, Lenten soup suppers, funerals, columbarium, hobby nights, quilters, and new member classes. One fourth of our Narrative Mission Plan will be used to support these events by providing the funds for coffee, treats, meals, welcome center materials, and advertising. Space to host these events is a necessity; a portion of our facility cost will be allocated here.

While Parish Life Ministries is very important to developing the sense of community and belonging felt here at Faith, many of these activities rely much more heavily on the gift of time rather than dollars from our members and that is reflected in the smaller percentage of our Narrative Mission Plan. While money is needed to support many of the activities, community is really developed through the volunteer hours of members, preparing coffee on Sundays, making meals for funerals, or visiting members who are homebound.

Highlights of Parish Life Ministries 2019

- Increased number of meals served during the Feast
- More lay led study opportunities during the feast
- White Board Question of the week, very thoughtful and creative responses
- Coffee hour teams introduced
- Faith Financial University – 15 family units attended
- Sealed parking lot racks in east lot
- Rally Sunday potluck and bounce house
- More members engaged by Volunteer Coordinator
- Growth in member engagement through social media
- Revitalized Faith visitation ministries
- 9 families served at a time of grief in our funeral ministry
- Greif Support Group established



Looking Ahead

In 2020, we will continue to support the efforts that build community here at Faith. We hope to grow participation and engagement of members using social media and technology to develop a deeper awareness of our ministry. We hope to grow the opportunities for members to share more meals together and to hopefully eliminate cost as a barrier to joining in that meal. Here at Faith we want listen to you. In 2020, we will have a series of Cottage Meeting listening sessions to allow members to share their thoughts about Faith's ministry and its direction for the future.

Serving Beyond Our Walls 18% of Mission Plan = \$124,827

And whatever you do, whether in word or deed, do it all in the name of the Lord Jesus, giving thanks to God the Father through him... Colossians 3:17

What's included in Serving Beyond Our Walls?

Serving Beyond our Walls includes the activities and services provided to both members and non-members alike in effort to share God's love in the community and world we live in. These activities include quilters, community garden, bounty cart, support of our Missionaries, the Link, non-member funerals, Bethesda, Glen Oakes, Just for Kix, our ELCA partnership, etc. This area makes up the smallest percentage of our Mission Plan, 18%, as many of these activities are fueled more by volunteer hours. Much of the funds used for serving beyond our walls are dollars that are given away to support the ELCA, and other charities in our community that we see as partners in serving our community.

While Serving Beyond our Walls does make up the smallest piece of the pie, the impact we have on our community and our world is significant. This area helps us to live God's word and share his love outside of our church membership. Through this ministry we both positively impact the world around us and frequently gain a closer relationship with God.

Highlights of Serving Beyond Our Walls 2019

- Service projects incorporated into Sunday School curriculum – i.e. caroling at Glenn Oaks
- Local families sponsored at Christmas through the Link
- 11 delicious Tuesday's Table Meals shared with our neighbors
- Trunk or Treat Confirmation Service Project
- Quilts made and distributed locally and globally
- Layettes and school kits collected and assembled by members of Faith
- Food Packing for the Wildcat Backpack program
- Community Garden Plots provided gardening space to our neighbors and free produce for the neighborhood through the Bounty Cart

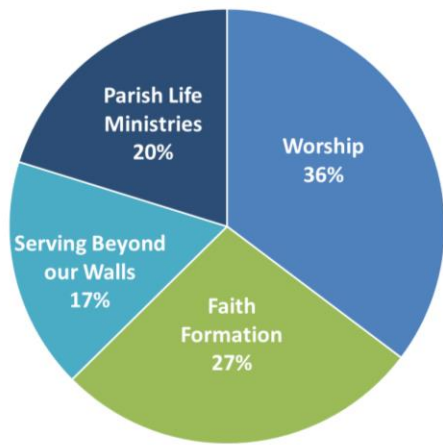


Looking Ahead

In 2020, we will continue the wonderful community based ministries that have made Faith a good neighbor in the Spicer New London area. We look forward to expanding the reach of Faith with a summer middle school mission trip and by being an active and engaged congregation that loves God and our neighbors.

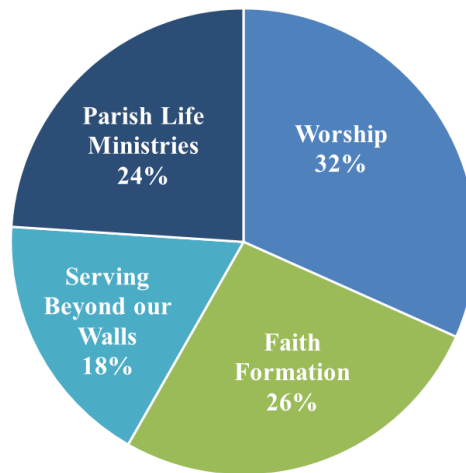
How do we compare?

Faith Lutheran Church Mission Plan



2019

Faith Lutheran Church Mission Plan



2020

Our budget for 2020 is allocated similarly as the 2019 budget was. We have seen a shift towards Parish Life Ministries and Serving Beyond our Walls as we look to engage members differently at our church and build a stronger community.

Additional Comments

Last year we laid a significant budget growth challenge in front of our congregation as our budget had increased by \$60k from the previous year. We want to thank you all for the way you've responded in your giving – we met our budget and then some and we've seen huge growth in engagement in our ministry due to the additional dollars spent. We'd like to point out that over this year we brought our mortgage down to under \$735,000 and we successfully fund-raised additional funds for new staff computers and monitors. We've also created a Cultivating Generosity Team that will continue to visit with member of our church over the next year.