

2010 ANNUAL REPORT  
OF  
FAITH LUTHERAN CHURCH  
JANUARY 23, 2011



“CELEBRATING FAITH IN CHRIST  
BY WORSHIPPING TOGETHER  
AND REACHING OUT IN LOVE  
TO ALL GOD’S PEOPLE”

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# FAITH LUTHERAN CHURCH ANNUAL MEETING

## Sunday, January 23rd, 2011 @ 11:15am

### AGENDA

- |                                       |  |
|---------------------------------------|--|
| Call to Order                         | Grant Erler                                |
| Opening Prayer                        | Pastor Justin                              |
| <br>                                  |  |
| I. Minutes of the 2010 Annual Meeting | Missy Pflaum                               |
| <br>                                  |  |
| II. Ministry Reports                  |  |
| A. President's Report                 | Grant Erler                                |
| B. Statistical Report                 | Pastor Justin                              |
| C. Pastor Justin's Report             | Pastor Justin                              |
| D. Financial Report                   |  |
| 1. 2010 Missions                      | Jill Hukee                                 |
| 2. Treasurer's Report                 | Jill Hukee                                 |
| 3. Mission Endowment Report           | Karen Ingvaldson                           |
| E. Committee Reports                  |  |
| 1. Fellowship                         | Carol Johnson & Mary Stoddard              |
| 2. Building & Grounds                 | Del Steen                                  |
| 3. Personnel/Staff Support            | Dan Fredrickson                            |
| 4. Worship & Music                    | Aaron Maixner                              |
| 5. Youth                              | Joan Henderson                             |
| 6. Finance                            | Charlott Wilhelm, Brad Barber & Jill Hukee |
| 7. Stewardship                        | Charlott Wilhelm                           |
| 8. Altar Care                         | Mary Stoddard                              |
| 9. Design Team                        | Mary Stoddard                              |
| 10. Young Adults                      | Bryon Wolf                                 |
| 11. Dream Team                        | Pastor Justin                              |
| <br>                                  |  |
| III. Business                         |  |
| A. Nominating Committee Report        |  |
| 1. Election of New Officers           |  |
| <br>                                  |  |
| IV. New Business                      |  |
| A. Presentation of 2011 Budget        |  |
| <br>                                  |  |
| V. Adjourn Meeting                    |  |
| <br>                                  |  |
| VI. Closing Prayer                    |  |

# Faith Lutheran Church Annual Meeting Minutes Sunday, January 24, 2010

**Called to order by Frank Nerenhausen** - Attendance was 54 adults.

**Lead in Prayer** - Pastor Justin

## **Review and acceptance of last year's minutes**

- Motion to accept by Jeremy Wahlstrom and 2<sup>nd</sup> by Del Steen.
- Motion carried.

## **Ministry Reports**

- **Statistical Report** - 100 new members in 2009. Active Membership average was 265 for 2009. Grew by 18-19%. That is an incredible increase in membership. Normally, a 3-4% increase is considered good.
- **Pastor Justin's Report** - Grow community involvement.
- **Pastor Sue's Report** - GIFT is the new Sunday school program. We have 62 youth in grades 6<sup>th</sup> through 9<sup>th</sup> currently enrolled confirmation. This is a very large group.
- **Financial Reports - Jill Hukee** - Group discussion.
  - Motion to accept by Dan Fredrickson 1<sup>st</sup> and Randy Langworthy 2<sup>nd</sup>.
  - Open Questions: Balance on the Building Loan. The loan payment we make every month stays the same for 5 years \$6564.00.
  - Motion carried.
- **Mission Endowment Report - Karen Ingvaldson** - The projection screen has been installed. The memorial money was included in a CD that came due and was paid to Jill for the building fund. There is still money in the memorial fund.
  - Motion to Accept by Dave Wahlstrom and 2<sup>nd</sup> by Jeremy Wahlstrom.
  - Motion carried.

## **Nominating Committee**

- Four open seats for council and four names submitted by the personnel committee. Frank Nerenhausen, Denny Midthun, Dave Graham, and Randy Langworthy are leaving the council in 2010. The four replacement council members are Mike Otto, Paul Olsen, Aaron Maixner and Carol Freyholtz.
  - Motion to accept – 1<sup>st</sup> by Art Hall and 2<sup>nd</sup> by Joan Henderson.
  - Motion carried.

## **New Business**

- 2010 Budget
- Several cost cutting actions were reviewed but was not enough to cover the income deficit. We discussed staff and compensation reductions. While the council quickly decided all staff members are critical for the success of Faith Lutheran. The council did agree to do a "Deferred Compensation" approach where we reduce the compensation of staff for the 1<sup>st</sup> 6 months of 2010 and if we have the growth in revenue to work in the black, the council is hopeful to restore this pay mid-year 2010.
  - Motion to accept: Bill Ketchum and 2<sup>nd</sup> by Art Hall.
  - Discussion:
    - Can we cut our benevolence to the Synod? The Synod cannot require us to give to the

Synod. We could cut more of the benevolence to the Synod instead of cutting salaries.

- The council is committed to restore the staff pay as quickly as possible.
- We have a cost down strategy and revenue up strategy.
- The outstanding balance on the building loan is \$985,316.86.
- Pews: We need to be thinking of how to approach the pew issue; we need to think if we want new pews or if we want to go to three services on Sundays.
- Motion carried.

**Motion to Adjourn:** 1<sup>st</sup> by Dan Fredrickson and 2<sup>nd</sup> by Karen Ingvaldson.

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## 2010 PRESIDENTS REPORT

They say “time flies when you’re having fun”! Well, I must be having a blast because this year as your Council President just flew by. It seems that only last week we were shoveling snow off the church roof, wait a minute that was last week! Any way this past year has been one filled with many different emotions. We have had some good laughs with friends, maybe a disagreement or two, said “Goodbye” to Pastor Sue, welcomed many new members, and lay to rest too many dear and special friends.

2010 stared out just as 2009 ended, with lots of snow, which presented some problems for us. Ice dams on the roof, some water damage and piles and piles of snow. Thank you to all that helped clear snow from the roof, cleared sidewalks, cleaned up after the water damage inside. Again, thank you!!

Spring came and Pastor Sue heard a new calling. It was hard to see her leave, she helped us grow as a congregation. We wish her the best as she moves forward in the next phase of her ministry, and we want to say thank you for all that she did for Faith!

As summer passed by somewhat quiet, fall approached with the buzzing of the fall activities at Faith, with the start of Sunday School the church seems to be busting at the seams. What a great feeling and sight to behold, the smiling faces and excited voices. God truly has blessed us at Faith.

So now my term as your President has come to an end, well that’s what I said 3 years ago, and...2 years ago, well maybe this time? But to be truthful I have enjoyed my time as President very much. It’s not a lot of work when I am surrounded by such a great group of council members. They are truly the ones who keep this church running. But let us not forget the dedicated group of committee members who meet monthly. They help by relieving quite a bit of stress and burden off of the council members, Pastor Justin, and myself. So please accept my heartfelt “thank you” to all of you. And if you see any of these committee member give them a “hey great job” they deserve it.

May the love of Jesus Christ be with you and yours and let us not forget all that he has done for us. For it is He, that brings us together to do his great work.

Respectfully Submitted,  
Grant Erler  
Council President

## 2010 Congregational Statistics

	2007	2008	2009	2010
<b>Year Average Attendance</b>	217	225	265	290
<b>School Year Attendance</b>	248	245	284	330
<b>Average Lenten Attendance</b>	105	110	95	151
<b>Christmas Eve Services</b>	365	365	405	425
<b>Members % Worshipping</b>	630 34%	643 33%	693 41%	736 45%

### **New Members (53):**

Tim & Cindy Donaldson (Jocelyn, Mikayla, Bradyn)  
 Dillon & Jessica Denter  
 Jasmine Bussing  
 Troy & Kary Lodahl (Bacari, Christopher, Navada, Paige, Madison)  
 Rebecca Knutson (Kaitlyn, Lucas, Jacob, Isaak)  
 Malinda Ridenour (Anna, Tegan)  
 Eric & Tessa Ogren (Emma, Henry)  
 Tasa Kostel

Marilyn Saari (D.J.)  
 Larry Blood  
 Greg Harris & Annie Smith  
 Amy Balzum  
 Sherrie Franko (Garrett, Shelby)  
 Joe & Stacy Evans (Christopher, Cameron)  
 Ashley Rohwer  
 Larry & Arlys Clark (Makayla)  
 Tom & Colleen Tweite  
 Ruth Shadow  
 Scott & Danielle Esser (Conner, Corah)

### **Baptisms (11):**

Henry Ogren  
 Aubree Morrow  
 Ava Monson  
 Elliot Wirkus  
 Peyton Kispert  
 Cameron Evans

Gracie Vondersitt  
 Aunica Matejcek  
 Brailynn Olson  
 Peyton Laue  
 Ryder More

### **Funeral (9):**

Isaac Selthun  
 Eldora Paulsrude  
 Don Carlson  
 Jim Rasmussen  
 Martha Shelstad

John Weitzenkamp  
 Tyler Senn  
 Pat Pogalz  
 Shirley Garness

### **Transfers (12)**

Troy & Kary Lodahl (Bacari, Christopher, Navada, Paige, Madison)  
 Jeff & Pastor Sue Wallager (Emma, Carl, Soren)

<p><b>53 Total New Members</b>  <b>+11 Baptisms</b>  <b>-0 Statistical Adjustments</b>  <b>-9 Funerals</b>  <b><u>-12 Transfers</u></b>  <b>736 Total Members of Faith Lutheran Church</b></p>
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## 2010 PASTOR'S REPORT - PASTOR JUSTIN

People of Faith,

Thank you once again for the opportunity to serve as the pastor at Faith Lutheran. I am grateful for you and for God's Faithfulness this past year. As I reflect on 2010, three developments stand out.

- **Emergence of New Leaders:** When Pastor Sue departed in May, I was concerned with how her departure would affect our youth programs and worship. Thankfully, new leaders emerged to organize and lead the Sunday School and Afterschool Programs. In addition, we have a host of fantastic confirmation small group leaders and a growing high school ministry. Moreover, more people emerged as leaders in worship (readers, communion assistants, sharing the message, singing, etc). The emergence of new leaders has not only stabilized our congregation's ministry—it has invigorated it!
- **Development of Ministry Teams:** In order to empower more leaders and increase communication, we moved to a 'Ministry Team Night' where every committee/team was asked to meet. This format has proven more effective than I imagined and will provide an easier way for new people to join a ministry team.
- **Appearance of Young Adults:** Ecclesiologists (those people who study the Church for a living) will tell you that most Protestant Churches are missing an entire generation. For various reasons, most congregations have few people in the 20's and 30's active in worship. In the last year, it has become obvious to me that we are an exception. These young adults who are already present give Faith Lutheran a unique opportunity to engage a generation lost to most Protestant Churches.

Looking forward to 2011, I have set four goals for the congregation's ministry. You can call them the A, B, C, D's of the upcoming year.

- **Activate More Ministry Teams:** We have areas of ministry (adult education, evangelism, mission) that need strong, capable leaders. This will be an ongoing process through the upcoming year.
- **Be Fully Staffed:** The congregation recognizes the need to bring another program person on board. I agree but have been dragging my feet in hopes of discerning what this person's responsibilities will be. As this vision becomes clear to all of us, I trust that finding the appropriate candidate will happen quickly.
- **Community Focused:** There are needs in our community that we are uniquely positioned to address as a congregation. For instance, local leaders tell us that food for young families is a monthly challenge for some. Faith already offers a Wednesday Night Meal that could be used to form a helpful connection with these families. This is just one example of how we can/should become more community focused in 2011.
- **Develop Cross Generational Relationships:** We have a number of older, faithful people with wisdom to share. We have a growing number of teenagers who would benefit from knowing faithful adults. As a congregation, I hope we can connect these two groups.

2010 was a great year in the history of our congregation. I trust God has even more in store for us in 2011.

Blessings,  
Pastor Justin

## 2010 SEMN SYNOD MINISTRY REPORT

### Giving...

- \$200,000 to the ELCA World Hunger Program
- \$75,000 to our companion synod in Tanzania
- \$100,000 for the support of ELCA missionaries around the world
- \$30,000 for theological education at Luther Seminary
- \$40,000 for ministry with students at Lutheran Campus Ministry
- Sabbatical gifts totaling \$16,000 for pastors and their congregations
- 4 scholarships of \$3,500 a piece for seminary education and 5 grants of \$1,800 a piece from the synod endowment fund towards education debt retirement for new pastors.
- \$10,000 toward Lutheran Disaster Response and flood relief in the Zumbro Falls/Hammond area
- \$13,500 for deaf and blind students through Christ Through Hands ministry in Faribault
- \$1,000,000 for the ministries of the Churchwide ELCA

### Supporting...

- 32 candidates in our seminaries, including 4 new students
- 300 congregational leaders focusing on stewardship with Dr. Mark Allen Powell
- 180 rostered leaders with the annual theological conference
- 48 congregations in the midst of pastoral change
- Leadership development for leaders in our Sudanese communities
- New designs for cooperative ministries in the rural areas around Whalen, Frost, Wanamingo, and Mankato
- Ongoing training for clergy coaching and leadership development
- Two rostered leaders from training as worship resources in the synod
- A delegation to our companion synod in Colombia
- 50 communicators in their congregational settings
- 45 congregational representatives serving as mission interpreters for the ELCA
- 150 participants in the annual Bible Book of Faith Festival
- 200 participants in a Glocal Mission Event
- 5 worshiping communities, along with development of a new community in Rushford
- 550 voting members to the annual synod assembly

God has blessed our work together in 2010...180 congregations in mission. Thank you!

Shalom,  
Bishop Harold Usgaard

## 2010 MISSIONS

### Budgeted Missions

Triton Milk Foundation	\$200.00	
SEMCAC- Dodge Co	\$1,050.00	
Dodge County Clinic	\$240.00	
Zumbro Falls Flood	\$100.00	
Beds for Kids	\$140.00	
Peace in Eyota	\$170.00	
One Toilet at a Time	\$100.00	
SE MN Synod	\$12,166.67	
<b>Total Budget Missions:</b>		<b>\$14,166.67</b>

### Member/Donor Designated Missions

Mission specific: Flood 2010	\$114.00	
Mission specific: Haiti	\$450.00	
Mission specific: Ronald McDonald House	\$42.60	
Mission specific: SEMCAC	\$60.10	
Mission specific: Triton Milk Money	\$57.50	
Mission specific: World Hunger (incl Erdman's tapes)	\$306.91	
Mission specific: Other	\$90.00	
Sunday School Mission (Milk Money and SEMCAC)	\$415.48	
<b>Total Special Missions:</b>		<b>\$1,536.59</b>
<b>Harvest Feast Missions:</b>		<b>\$4,959.59</b>
<b>Salad Luncheon Missions:</b>		<b>\$1,935.00</b>
<b>Total Faith Missions:</b>		<b>\$22,597.85</b>

## TREASURER'S REPORT

### December 2010 General Financial Corner

#### General Funds

December General Income	\$17,563.57
December Budgeted Expenses	\$12,827.21
YTD Budgeted Income	\$180,588.50
YTD Budgeted Expenses	\$151,397.17
YTD Actual Income	\$202,210.66
YTD Actual Expense*	\$200,881.89

#### Building Funds

December Building Income	\$13,201.75
December Building Expense	\$6,564.00
Mission Investment Fund Loan Balance (as of 12/2010)	\$965,971.45

\*This includes a \$25,000 transfer to a high interest savings account.

## MISSION ENDOWMENT ACCOUNTS REPORT

<b>MEMORIAL FUND</b>	Balance 1-1-10		\$5,159.62
Check #2013 - to Mission Investment Funds		\$2,523.16	
Robert Shadow Memorial			\$20.00
Jessica Arnold Memorial			\$95.00
Eldora Paulsrude Memorial			\$835.00
Don Carlson Memorial			\$40.00
Check #2014 – Postage		\$17.60	
Diana Bowling Memorial			\$100.00
Jim Rasmussen Memorial			\$280.00
Martha Shelstad Memorial			\$325.00
Marian Wahlstrom Memorial			\$330.00
Elaine Steele Memorial			\$25.00
Pat Pogalz Memorial			\$20.00
Shirley Garness Memorial			\$600.00
Eldora Paulsrude Estate			\$10,000.00
Honor of J&K Ingvaldson			\$600.00
Stained Glass Window Fund			\$500.00
Pew Fund (WiseGuys)			\$17,951.25
Check #2015 – FLC Building Fund			\$1,265.00
	Balance 12-22-10		\$33,075.11

### DESIGNATED FUNDS

Pew Fund		\$19,421.25
Stained Glass Window Fund		\$11,120.00
Music/Choir Fund		\$210.00
Youth Scholarship Fund		\$573.40
Kitchen Fund		\$20.00
Library Fund		\$20.00

### CD WITH MISSION INVESTMENT FUND – matures 2-15-13 - 3.25% (Les Mathison Estate)

	Bal. 1-1-10	\$30,230.56
Interest	982.14	
	Ending Balance	\$31,212.70

### CD WITH MISSION INVESTMENT FUND – matures 1-10-11 - 2.01%

	Bal. 1-1-10	\$1433.93
Interest	39.07	
	Ending Balance	\$1473.00

### CD WITH MISSION INVESTMENT FUND – matures 1-27-11 – 2.01% (Includes WELCA funds and \$1400 memorial to Pew Fund)

	Bal. 1-27-10	\$2523.16
Interest	37.88	
	Ending Balance	\$2561.04

Karen Ingvaldson  
Mission Endowment Treasurer

## **FELLOWSHIP COMMITTEE REPORT**

The Fellowship Committee sponsored several events this year. On July 25th, we coordinated a church potluck after the singing group, "Stone Soup", led the service. An Oktoberfest that was planned for a Sunday in October needed to be postponed until next year because of scheduling conflicts. We had a family Christmas decorating party on December 5<sup>th</sup>. After decorating the church, we enjoyed pizza and visiting. The Fellowship Committee provided treat bags to all the Sunday school children who participated in the Christmas program on December 19<sup>th</sup>. An activity that didn't have very successful participation was providing a coffee cart for members that are waiting to attend the 2<sup>nd</sup> service. We may try this again next year if there is an interest. If you have an activity that you think would be fun, please let us know.

Respectfully submitted,  
Carol Johnson and Mary Norstad

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## **BUILDING AND GROUNDS COMMITTEE REPORT**

Another year has passed with many challenges and changes to the church, church grounds and rental property. A new kitchen range was installed, coat racks mounted and a roof ice melting system installed just to mention a few. The building and grounds committee wishes to thank all the people of faith that give unselfishly of their time and talents to help maintain our facility.

Thank you again,  
Del Steen and the Building and Grounds Committee

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## **PERSONNEL/STAFF SUPPORT COMMITTEE REPORT**

The committee kept pretty busy doing job reviews, routine staff business and looked at job descriptions. Brenda Bronner and Stacy Wolf conducted a compensation and vacation survey with other churches to see how Faith Lutheran compares to surrounding churches. This survey also helped our budget committee to prepare the 2011 budget.

The committee looked at setting up some part time office volunteers to staff the office a couple of days a week to help Shannon with office work as needed. With the resignation of Mary Stoddard, our committee interviewed candidates for custodian and we hired Amy Woxland. We then dealt with Pastor Sue leaving to follow another calling. An exit interview was conducted and we thanked her for her time at Faith Lutheran.

I want to thank the committee for their dedication and time spent on the Personnel Committee this year. Thank you to Morgan Hakomaki-Freyholtz, Stacy Wolf, Tracy Bestor, Brenda Bronner and Greg Holmseth for your commitment to this committee.

Dan Fredrickson  
Personnel Committee

## WORSHIP AND MUSIC COMMITTEE REPORT

2010 has been a very productive year, and a year of change. The committee has taken a different approach to many of the areas it is responsible for. The group is innovative, cost effective, and continually looking for ways to make Sunday worship services special.

Listed below are some of the accomplishments from the past year:

- The committee realized that the sign-up sheets in the gathering area were no longer effective. Communion assistants, readers, and ushers were needed each Sunday, but were not always assigned prior to the service. Each of these tasks has now been assigned to a committee member to assure it is filled prior to Sunday worship.
- The committee worked with Pastor Justin to educate members of the church on serving communion. These education sessions created the opportunity for many to become involved in the church and fulfill an urgent need.
- “Special” Sundays - The group has planned multiple activities or displays for the worship services over the past year. These activities are planned in accordance of Pastor Justin’s sermons, Holidays, or celebratory worship services.
- The job description for ushers was updated. Items that were previously requested to be done, but were not written were added and details for each task were expanded.
- The choir took a break, but they have resumed practices and are now participating in worship services.
- The Band is enjoying the youth being more involved when possible. Karen Peterson joined the group this past year as a vocalist. The group is still looking for a bass guitarist and rhythm guitarist.

As we look ahead to next year, we plan to do the following:

- Be creative in planning “Special” Sundays.
- Listen to suggestions from the congregation regarding “Special Sundays.
- Assist Pastor Justin in planning and executing worship services.
- Review and provide feedback to Pastor Justin regarding possible changes to worship services.

Thank you,  
Aaron Maixner

## YOUTH COUNCIL REPORT

Faith Lutheran Youth programs have continued to build and grow in 2010! There have been changes in our Sunday School programs. Returning to a “traditional” classroom setting and our class sizes are seeing an increase in attendance. Our “WACKY” Wednesday afterschool group is attended by many 3<sup>rd</sup> through 5<sup>th</sup> graders from our congregation and others. Approximately 50 kids find their way to Faith and are offered a friendly, safe and consistent environment for them to share time and learning about God’s message.

We confirmed twenty 9<sup>th</sup> graders in May and another seven 9<sup>th</sup> graders in October this year. This will change our age span for confirmation. We will now have 6<sup>th</sup> through 8<sup>th</sup> graders attending Wednesday night worship and classes. We will confirm 8<sup>th</sup> graders at the conclusion of their third year.

Recognition of ten seniors from the Class of 2010 took place in May.

We sent 13 youth and 2 adults to Kansas City on a Mission trip in June.

Sonshine Festival was attended by 7 youth and 2 adults in July.

5<sup>th</sup> Quarter After-game party brought approximately 90 youth from the area to Faith after the Homecoming game for fellowship and of course, food! We are planning on another get together in January after a basketball game.

Rally Sunday and Dad’s Belgian Waffles went together well and we are planning it again for next year.

Faith Cookbooks are selling well with the profits going to the Youth Program to offset the cost of sending our youth on an upcoming Mission Trip and expenditures in providing events and curriculum to our Youth Programs.

We are continuing to look for ways to provide a healthy environment for our youth to grow, learn and connect with others in faith. Your involvement and commitment is appreciated and we thank you for the support that you show in many ways and most of all, your patience!

Joan Henderson  
Youth Council

## FINANCE COMMITTEE REPORT

On behalf of the church council we would like to personally **thank you** for your generosity this past year. Your financial giving as well as your time and talents have been outstanding. We have had great support for all the events and gatherings of our church.

The pledge report from the drive this fall is under the Stewardship report.

We have families on the Simply Giving program or bill pay program where funds come right out of your checking or savings account and go into Faiths account. This is a way to keep up with your giving even if you are gone.

Thanks for your support,  
Brad Barber, Charlott Wilhelm and Jill Hukee

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## STEWARDSHIP COMMITTEE REPORT

Thanks for responses to the Stewardship drive. It makes the councils job a little easier if they know that you support the efforts of the church with your time and talents and financial support. We sent out 230 letters to our members. The committee had 3 goals that we were striving for:

1. General fund commitment of \$200,000
2. Building fund commitment of \$100,000
3. 50 members to set up automatic payments either bill pay or simply giving

We had 129 pledges returned, of that number 19 preferred not to pledge.

Out of the 110 pledges made:

1. \$120,220 to the general fund
2. \$71,892 to the building fund
3. 15 members signed up with simply giving or bill payment

Don't have offering envelopes? There are "no number" envelopes (recycled) on the table by the ushers available for your use. If you do simply giving and want to put something in the offering plate, there are cards that say "I give automatically" that you can put into the offering plate (these will be recycled also).

Thanks again for your commitment to spreading the Word of the Lord!

Stewardship Committee

## **YOUNG ADULTS COMMITTEE REPORT**

The Young Adult Committee was created in the fall of 2010. The first project we took on was an effort to provide aid to people that had been affected by flooding in Zumbro Falls. Our committee organized a trip to Zumbro Falls in October to help clean up the property of a couple that had been significantly impacted by the flooding. The group included volunteers from the congregation as well as members of the Young Adult Committee. It was a great opportunity to serve others and the trip was a success. In December, the Young Adult Committee assisted with coordinating the Mitten Tree as an effort to provide Christmas gifts to local families in need. In 2011, we hope to continue our service work. The Young Adult Committee has planned to provide refreshments during social hour on a Sunday in February to raise money for the family in Zumbro Falls that we helped in October. We also hope to schedule some fun events with the youth of the congregation. The Young Adult Committee has enjoyed all of our endeavors so far, and we are always open for suggestions of other ways that we can be of service to the congregation!

Young Adult Committee

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## **ALTAR CARE COMMITTEE REPORT**

Altar Care, formerly known as the Altar Guild, was revised in 2010. Duties have been streamlined to include only those items that have direct impact on the regular care of the altar area and preparations for communion and baptism.

A list of the duties, as well as step by step instructions, have been written and are printed and filed in a 3 ring binder located on the counter space in the SACH/MECH room. This room is located near the sound booth and music area in the Sanctuary. The altar care room has counter space, storage space and a sink to make caring for the altar easier and more convenient. In addition to that space, there is storage for paraments, candles, baptism supplies and banners behind the altar.

We have welcomed several families to the Altar Care Team this year as well as some individuals who have not previously served in this capacity. CONFIRMATION STUDENTS, if you volunteer to be on the Altar Care Team and take one month to be responsible for communion set up, baptisms, and changing the eternity light and paraments, you will receive points towards confirmation. Talk to PJ if you are interested. Training will be provided and you will work with an adult or your family if they also volunteer.

Thank you to those families and individuals who have helped with altar care this past year. I look forward to working with you again in 2011 and invite anyone who is interested in serving in this capacity to join us.

Mary Stoddard  
Altar Care Team Chairperson

## DESIGN TEAM COMMITTEE REPORT

The idea to form a Design Team was first presented in August of 2010. An open invitation was given to all members who may be interested in serving on a team to work on visual enhancements for the church. The call was answered by 5 members. After receiving approval from the Council, we met for the first time in October, 2010. Our goal was to have a 7 member team and have added 2 more members since October. Current members are Jeremy Wahlstrom, Carol Johnson, Patti Midthun, Charleen Louks, Malinda Ridenour, Nicole Mentjes and Mary Stoddard.

Our first order of business was to address the need for a new advent wreath. Our wreath had broken last year at Christmas time and we had to improvise to make it usable. We talked to Dan Blaisdell about repairing our old wreath and possibly changing the design. He agreed it could be done and thanks to Dan, Dave Wahlstrom, Chuck Rhodes, Fred Thompson and others at McNeilus Steel, we have a beautiful new advent wreath that was used for the first time this year.

Another area with the need for some creativity was the north wall in the old sanctuary that we now use as a gathering area. After discussing how the area will be used, we decided a valance to cover the electrical outlets was needed. We talked to Mike Louks and he agreed to work on creating a valance. With some help from other members of our congregation, we now we have a beautiful new valance. The outlets are still useable but cannot be seen. In 2011 we want to add high top tables and to include our mission statement on the wall. These projects will be completed as the budget will allow. The projects that have been completed so far have been done with no cost to the church.

The Design Team has taken on some of the tasks previously done by the Altar Guild, now known as the Altar Care Team. Design Team planned the Christmas decorating and, assisted by the Fellowship Committee and a great group of volunteers, the decorating was completed.

We want to thank Dennis Vang for filling the space in the south hallway with a beautiful carving of Jesus along with a lighted cabinet and additional storage space. Dennis spent many hours and financial contributions to make his vision a reality! We also want to thank Sharon Shiek and Jean Barber for creating beautiful quilted banners for the Sanctuary. The banners were in place before the Advent season and will be used again as needed. Sharon and Jean's time and talent are much appreciated.

Projects for 2011 include working on a design for stained glass windows in the Sanctuary, as well as other projects as they present themselves.

Mary Stoddard  
Design Team Member

## DREAM TEAM COMMITTEE REPORT

Our purpose is to discern God's calling for the future of Faith Lutheran Church. We have embarked on this task by following the procedure set up in *Discerning God's Call for Your Congregation*. There are five major steps in this process. We have completed the first four and are beginning on the fifth. The first four tasks were developing goals based on cottage meetings, a night of historical reflection, congregational norms, and input from community leaders. Those findings can be seen below. The fifth and final step is to develop a 3-5 long range plan which seeks to guide our ministry in order to meet these goals. We will have this completed as soon as possible.

### Cottage Meeting Goals

1. To develop a staffing plan to support and complement Pastor Justin's work
2. To develop a plan for continued spiritual growth among our members
3. To expand our music program to include a choir director
4. To stress the value of tithing time and talents through continued education

### Night of Historical Reflection Goals (developed from our meaning statements)

1. To continue to offer opportunities for interaction among all ages
2. To assess the strengths of Pastor Justin and staff and explore ways to support and enhance them
3. To develop opportunities for faith development, fellowship, and fun
4. To offer a variety of musical experiences for members

### Goals Based on Norms

1. To inform the congregation of our elected ministry leaders and committee members in anticipation that new ministry ideas and ministry concerns would be directed through the appropriate channels
2. To develop alternative ways of connecting people with one another with a special emphasis on new members
3. To improve our youth ministry in all aspects
4. To develop a stronger lay led committee structure

### Goals Based on Community Feedback

1. To advertise social services provided in the community along with volunteer opportunities
2. To provide a weekly, low cost community meal
3. To offer classes that equip people with money management and other life skills
4. To recruit drivers for Semcac



## 2011 Proposed Budget

Budget Expense	Proposed 2010	Budgeted Expenses 2010	Proposed 2011
Banking / Safety Deposit box	\$0.00	\$425.66	\$300.00
Copier & Duplicator	\$2,000.00	\$1,970.36	\$3,300.00
Drug Tests	\$300.00	\$50.00	\$250.00
Dues: DC Ministerium	\$25.00	\$25.00	\$30.00
Dues: Zumbro River Conference	\$30.00	\$30.00	\$30.00
Evangelism Program	\$250.00	\$81.00	\$250.00
Insurance	\$8,800.00	\$933.04	\$5,700.00
Mission	\$2,000.00	\$2,000.00	\$3,000.00
SE MN Synod	\$12,000.00	\$12,166.67	\$14,000.00
Payroll Exp.- SS & MC Tax	\$1,500.00	\$1,444.28	\$1,500.00
Postage & Delivery	\$1,200.00	\$1,062.10	\$1,200.00
Repair & Maintenance	\$750.00	\$6,975.61	\$3,000.00
Salary: Janitor Salary (gross)	\$4,940.00	\$4,735.00	\$5,200.00
Salary: Organist Salary (gross)	\$9,100.00	\$8,494.00	\$10,010.00
Salary: Secretary Salary (gross)	\$3,812.00	\$5,750.54	\$4,645.00
Salary: Pastor's Cont Ed	\$800.00	\$484.09	\$1,000.00
Salary: Pastor's Mileage	\$2,250.00	\$2,250.00	\$2,250.00
Salary: Pastor's Pension	\$5,760.00	\$8,333.40	\$7,757.27
Salary: Pastor's Salary (gross)	\$44,000.00	\$49,364.42	\$50,855.18
Salary: Pastor's Social Security	\$3,116.00	\$3,282.91	\$3,391.09
Salary: Assoc. Pastor Cont Ed	\$550.00	\$39.00	
Salary: Assoc. Pastor Mileage	\$500.00	\$0.00	\$150.00
Salary: Assoc Pastor Pension	\$15,150.00	\$3,646.90	\$6,181.34
Salary: Assoc. Pastor Salary gross	\$30,837.00	\$12,266.95	\$40,524.00
Salary: Assoc. Pastor S. Security	\$2,056.00	\$865.04	\$2,702.19
Stewardship	\$600.00	\$813.05	\$600.00
Sub for Organist	\$500.00	\$300.00	\$300.00
Sub for Pastor	\$0.00	\$870.00	\$600.00
Supplies: Janitor	\$500.00	\$574.38	\$500.00
Supplies: Secretary	\$1,800.00	\$1,458.78	\$1,500.00
Supplies: Computer Software	\$200.00	\$1,299.87	\$2,200.00
Computer Hardware			\$500.00
Supplies: Design Team			\$300.00
Synod Convention	\$640.00	\$450.00	\$450.00
Tax Preparation	\$600.00	\$615.00	\$615.00
Utility: Electric	\$3,000.00	\$4,988.37	\$4,750.00
Utility: Garbage	\$500.00	\$476.75	\$500.00
Utility: Gas	\$7,350.00	\$4,122.67	\$6,000.00
Utility: Phone, Internet, Web Pg	\$1,950.00	\$1,904.14	\$1,950.00
Utility: Water & Sewer	\$850.00	\$718.48	\$850.00
Vacation Bible School	\$100.00	\$100.00	\$300.00
Worship & Education	\$4,500.00	\$5,029.71	\$4,500.00
Youth Activities-Joan	\$1,000.00	\$1,000.00	\$1,000.00
<b>Total Budgeted Expenses</b>	<b>\$175,816.00</b>	<b>\$151,397.17</b>	<b>\$194,641.07</b>

