

# *The Federated Church*

## *2015 Annual Report*



**2015 Mission Initiative: Boxes of Blessings**

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## Annual Meeting Agenda

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### I. Opening Prayer

- Establishing a Quorum (10% of Active Membership or 50 members)
- Adopt the Agenda\*
- Minutes from Annual Meeting (1/25/2015)

### II. Pastor's Report

- Small Group discussions

### III. Deacons & Elders

### IV. Nominating Committee Report

- Election of New Officers and committee members\*
- Dismiss 2015 Nominating Committee with thanks\*
- Elect 2016 Nominating Committee\*

### V. Mission Committee

- Box of Blessings

### VI. Financial Reports

- 2016 Budget
- Pastor's compensation\*

### VII. Staff Recognition

- |                           |  |
|---------------------------|--|
| • <i>Clerk of Session</i> | Jean Bowman  |
| • <i>Treasurer</i>        | Mark Rodning   |
| • <i>Administration</i>   | Karen Anderson, Adam Baker, Elizabeth Hatling, Ed Morgan   |
| • <i>Custodial</i>        | Pete Konrad, Chris Torkkola                                |
| • <i>Music</i>            | Carol Andstrom, Doris Enderson, Maren Hatling, Karen Hauck |
| • <i>Parish Nurse</i>     | Connie Seltz   |
| • <i>Pastor</i>           | Doug Dent  |

### VIII. Adjourn with Prayer

*\*Actions Items*

## Minutes from Annual Meeting 2015

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Sunday, January 25, 2015 – Fellowship Hall  
Annual Meeting of the Congregation

Moderator: Rev. Doug Dent  
Clerk of Session: Jean Bowman

Quorum declared. Pastor Doug Dent opened the meeting with prayer at 11:35 a.m.  
To approve the agenda. **Motion #1**

The minutes of the Annual Meeting of January 26, 2014 were presented (approved by D&E in February 2014).  
Entertained questions regarding committee reports – none.

Nominating Committee:  
There were six nominations:

- Renee Larsen to Personnel;
- David Whipple will join the Stewardship Committee.
- Pam Phillips will serve the one year term on the Mission Committee.
- Lu Echelberger will serve a two -year term on the Mission Committee.
- Peg Kalar will serve the three-year term on the Mission Committee.
- Elizabeth Hatling will serve a two-year term on Christian Education committee.

Pastor Doug called for additional nominees three times. There were none. Motion to close nominations.  
**Motion #2**

To elect slated officers/committee members as presented by the Nominating Committee. **Motion #3**

To dismiss the 2014 nominating committee with thanks. **Motion #4**

To elect the nominating committee for 2015. **Motion #5**

1. Vivian Whipple
2. Bev Richter
3. Ruth Aulds
4. Marna Brown
5. Tessa Schierer

Alternates:  

1. John MacFarlane
2. Mark Rodning

Mission Committee – The 2014 Mission Initiative raised \$6,270 for school fees at House of Hope, Zacapa, Guatemala. Also 22 laptops were donated and delivered to HOH students.

Christian Education – Pastor Doug addressed the plans for Christian Education (CE) leadership. Doug Snaza is leaving Feb 4. In the short-term CE will be handled by volunteers: Elizabeth Hatling will lead Sunday School Superintendent duties; Doug and Karen Dent will handle Kids Club. Junior/Senior high youth is still TBD. D&E asked Doug to prepare a recommendation for long-term staffing. That is due in three weeks at the February

D&E Meeting. It will likely include a director of Christian Education and there will be a search – possibly even nationally. If you would like to be on the search committee, please consider that. Erika Mariotti would like to serve on that committee.

Financial Reports: Mark Rodning led Discussion and answered questions about the budget (not related to Pastor's compensation).

Proposed Budget for 2015	Budget
Total Revenues	\$358,095
Total Expenditures	\$358,095

Pastor Doug and Karen Dent were excused while the Pastor's compensation package was reviewed. Treasurer Mark Rodning presented the pastor's compensation package. The Presbytery Board of Pension now requires family to be covered at 100 percent for health coverage.

Salary	\$63,306
Housing Allowance	\$9,600
<b><u>Cash Salary</u></b>	<b><u>\$72,906</u></b>
Medical	\$16,768
Medical (family)	\$1,094
Pension	\$8,020
Death/Disability	\$729
Books	\$500
Continuing Education	\$1,000
Mileage	<u>\$750</u>
<b>Total Compensation</b>	<b>\$101,745</b>

To approve pastor compensation package. **Motion #6**

To approve the 2015 budget: **Motion #7**

Pastor Doug recognized the church staff and thanked them for their ministries. He also asked volunteers to stand and be recognized for the work they do – By the end of that, everyone was standing.

To accept the 2014 Annual Report (including 2015 budget) as presented. **Motion #8**

#### **IX. Staff Recognition**

- *Clerk of Session* Pam Phillips
- *Treasurer* Mark Rodning
- *Administration* Adam Baker, Elizabeth Hatling, Doug Snaza
- *Custodial* Alicia Paulzine, John Gutz
- *Music* Carol Andstrom, Doris Enderson, Maren Hatling, Karen Hauck, Molly King
- *Parish Nurse* Connie Seltz
- *Pastoral* Doug Dent

The meeting was adjourned with prayer at 12:07 p.m.

***The following motions were made, seconded, approved or defeated***

- Motion #1** To approve the agenda.
- Motion #2** Motion to close nominations.
- Motion #3** To elect slated officers/committee members as presented by the Nominating Committee.
- Motion #4** To dismiss the 2014 nominating committee with thanks.
- Motion #5** To elect the nominating committee for 2015: Vivian Whipple, Bev Richter, Ruth Aulds, Marna Brown, Tessa Schierer and Alternates: John MacFarlane and Mark Rodning
- Motion #6** To approve pastor compensation package.
- Motion #7** To approve the 2015 budget:
- Motion #8** To accept the 2014 Annual Report (including 2015 budget) as presented.

Respectfully Submitted,

Jean Bowman

A handwritten signature in cursive script that reads "Jean O. Bowman". The signature is written in black ink and is positioned below the printed name "Jean Bowman".

***Finally, brothers and sisters, we instructed you how to live in order to please God, as, in fact, you are living. Now we ask you and urge you in the Lord Jesus to do this more and more.***

**1 Thessalonians 4:1, NIV**

Sometimes, on tough days, I just want to throw up my hands and shout, “Enough already!” Some days everything seems to pile up: I’m behind on the sermon, and the newsletter is due, and there are people to visit in the hospital, and I have to teach confirmation, and I have another book to read for school, and I have snow to shovel and laundry to fold, and kids to drive to activities, and letters to write, and bills to pay, and...and...and... Enough already!

Ever have days like that? We all do. And on top of those everyday things, God asks us to do even more. Feed the hungry. Give water to the thirsty. House the homeless. Clothe the naked. Visit the sick. Love God. Love your family. Love your neighbor. Love your enemies. Where does it end? Enough already!

The fact is, a Christian’s work never ends. The work of God’s Kingdom continues unabated. We are called by God, commissioned by Christ, and blessed by the Holy Spirit to do this work in the world. We are God’s partners in this ministry and there is plenty more we can do. Which may sound a little daunting, but it should also be really exciting!

The Apostle Paul, writing to the church at Thessalonica, reminds them that they already know what it is that God expects them to do, they’ve already been taught how to live as disciples of Jesus. Now he urges them to live that way more and more.

It’s a lesson we need to hear, too. In our heads, we know what God expects of us. Now we need to get that knowledge into our hearts and hands so that we can live out what we believe. Discipleship needs to become a way of life, not just an academic exercise. Ministry needs to become our reason for living, not just something we do with a few spare hours. Compassionate care needs to be our desire, not just our Christian duty.

So, as the Body of Christ, we are constantly looking for new ways to make discipleship, ministry and compassion our daily acts of devotion. In 2015 we introduced some new ways to serve in our community. We re-established our relationship with our neighbors at Matthew House. We expanded our Sunday School with a terrific new nursery class. We reconfigured our staffing needs and expect to welcome three new partners in ministry soon. We set up a Missions board to keep you informed of ways you can serve in our community. I started doctoral studies to learn new ways to guide and lead us forward in a new and ever-changing world. And there is much, much more we can do together.

Enough already? No, we’re just getting started!

May God bless our efforts for the Kingdom in 2016.

Pastor Doug Dent

## **Board of Deacons and Elders**

Jean Bowman, Clerk of Session

The Board of Deacons and Elders are the representatives of both the Presbyterian (PCUSA) and United Church of Christ (UCC) membership. The Deacons and Elders constitute the governing body of the church. They are elected by the congregation and are ordained for life. Each member serves as a representative to one of the committees of the church. Deacons and Elders serve a 3 year term. The 2015 serving members of the Board of Deacons and Elders were:

Member	Class	Committee Assignment
Jean Bowman		Clerk of Session
Mark Rodning	2016	Personnel
Marian Wasvick	2016	Christian Education & Youth
Jim Knapp	2016	Board of Managers
Rick Schara	2016	Scholarship
Russ Larsen	2017	Christian Education & Youth
Michelle Loomer	2017	Nominating
Eunice MacFarlane	2017	Caring Ministry and Outreach
Craig Jorgenson	2017	Missions
Doris Enderson	2018	Worship and Music
Nathan Hoff	2018	Board of Managers
Desta Hunt	2018	Stewardship
Heather Rundquist	2018	Fellowship

### Notable actions in order of action:

1. To transfer memberships of Mark Becker to Christ Church (PCA) in Jacksonville, FL. To remove from the roles by transfer (out): Burnett & Norma Sims (UCC) to Elim Lutheran Brethren Church, Clearbrook, MN. To transfer out of membership: JiYing Valentine (PCUSA) to First United Church of Christ, Fergus Falls. To move to affiliate members: Tim and Lila Hiedeman at their request
2. To approve the creation of "chemo kits" to be distributed through the Fergus Falls Cancer Center.
3. To appoint Renee Larsen to the Personnel Committee.
4. To hire Jaden Brown and Jordan Schiefert as Soundboard Operators.
5. To authorize Pastor Dent to submit requests for a seminary intern (summer 2015) to Dubuque Theological Seminary (Dubuque, IA) and Bethel Lutheran Brethren Seminary (Fergus Falls, MN).
6. To hire Karen Anderson Dent as interim Director of Christian Education (DCE); in the fall to extend her contract on a month to month basis and hired her as the full time DCE beginning January 1, 2016.
7. To accept the bid for elevator repair from Schindler, contingent on the financing plan and to appoint Skip Zielin to serve as our agent in working with Schindler.
8. To permit the youth group (grades 7-12) to participate in a mission trip to Nederland, CO (June 12-20, 2015) and to permit Pastor Doug and Elizabeth Hatling to participate in the trip (without using vacation time). To authorize funds from the June 7 church in the park/lunch to go towards the trip.
9. To accept with thanks the grant of \$12,000 from The Presbytery of MN Valleys and \$2,500 from the UCCMN Conference - both for the Timothy Project and to approve the Timothy Fellow Contract. To authorize Doug to request and accept the gift of \$1,655.34 from Peace UCC fund. To allocate \$150.28 donation from the United Way to the Timothy Fellowship.



10. To appoint Elder Mark Rodning as our voting commissioner to the Presbytery of MN Valleys meeting on Tuesday, May 12, 2015 in St. Cloud, MN; to appoint Connie Seltz as our voting commissioner to the Presbytery meeting October 31.
11. To invite Dr. John McKay to perform at Federated Church, to pay for two nights of his hotel expenses and to designate the proceeds to the "Box of Blessings."
12. To accept and designate \$460 memorial in honor of Wilma Tabbut to replace the coffee warming stands.
13. To approve the staffing model from April 27, 2015.
14. To permit Pastor Doug Dent and Timothy Fellow Jordan Schiefert to attend the Celebration of Preaching conference at Luther Seminary, October 5-7, 2015.
15. To accept John Gutz's resignation, effective July 21, 2015; to accept with thanks the resignation of Karen Hauck as Choir Director, effective TBD; Molly King as Accompanist (effective 9/13/2015); to accept the resignation of Jaden Brown (effective 12/5/15).
16. To appoint the DCE Search Committee: Jaden Brown, Marna Brown, Nathan Hoff, Colleen Kennedy, and Tessa Schierer.
17. To accept funds from MN Conference (UCC) \$1,655.34 (for closing of St. Paul church and DeVries estate (\$3,618.40) in the memorial fund.
18. To accept memorial money on behalf of Blanche Arneson memorial: \$600 (approx.) \$250 to Global Ministries and \$300 for Christmas Cantata in memory of Blanche (Dec. 2015).
19. To post the Director of Church Operations (DCO) position for 30 days beginning Monday, August 24 and to approve search committee members Jean Bowman, Stephanie Hoff, Tim Hunt, John MacFarlane.
20. To authorize Doug to submit a grant to the Presbytery of MN Valleys for doctoral studies
21. To approve the wedding of Ben Kugler (member) and Sara Conley, date pending. The Rev. Dr. C. Edward Morgan will officiate.
22. To begin the search for the Director of Music Ministry (DMM) and to approve the search committee: Gloria Ronning, Jim Worner, Ross Stone, Cindy Holte, Karen Hauck
23. To accept with gratitude the \$3,000 grant from the Presbytery for Doug's doctoral program.
24. To allow the DCO Search Committee to proceed with candidate Ed Morgan; approved the contract, pending the availability of funding in the 2016 budget.
25. To authorize the Board of Managers to negotiate a contract for temporary custodial duties and maintenance with Matthew House and to approve that contract effective November 9.
26. To allow a free will offering at the December 5<sup>th</sup> Cantata to benefit the Local Mission Fund. (A retiring offering/not during the Cantata) and the 5 p.m. Christmas Eve offering to benefit the House of Hope Food Ministry.
27. Beginning in 2016, to bill the funeral coordinator duties through the funeral home (as it was in recent years).
28. To cover \$400 in pictorial directory expenses from the general fund.
29. To approve apportioning the \$2,515 John Loomer Memorial donation as follows: \$25 to the Air conditioning Fund and \$2,490 to the Phoebe Loomer Fund.
30. To reduce the denominational mission pledge to \$5,000 to be designated according to UCC and PCUSA church membership.
31. To approve 3 percent merit based salary increases to Pastor Doug Dent, Elizabeth Hatling and Adam Baker.
32. To welcome into membership: Camen Andrews, Ronnie Becker, Tommy Bowman, Ben Nuss, Rosemary Rundquist, Jolene Beck, Jordan Schiefert

33. Noted with sadness the deaths of: Cindy Dean, Peggy Housholder and Wilma Tabbut, Wallace (Sonny) Mjelde, Debbie Rose, John Loomer
34. To approve the baptism of: Lydia Alice Meder, Jordan Schiefert, Ben Schierer, Aralynn Rose Larsen, Olivia Elise Sitdikova, Hudson Woods Steinbrenner, Rachel Westra, Paul Joseph Undseth

Submitted by Jean Bowman, Clerk of Session

## Nominating Committee

Michelle Loomer

The Nominating Committee of 2015 presents the following slate of candidates for committee positions. We appreciate everyone who stepped up to serve!

### Deacons & Elders

Kathy Hatling

Cindy Holte

Elizabeth Nelson

\_\_\_\_\_ (3 year)

### Board of Managers

Steve Thompson

Fred Harthen

\_\_\_\_\_ (3 year)

Tanya Westra (2 year)

### Caring Ministry & Outreach

Carol Rose

Jess Steinbrenner

### Mission

Terry Haas

Marjan Schuetze

Donna Solin

### Personnel

Rebecca Michael

### Stewardship

Jona Brown

Grant Davenport

Pam Phillips

\_\_\_\_\_ (2 year)

### Christian Ed & Youth

Barb Loomer

Marian Wasvick

Abby MacFarlane

### Worship

Terri Skretvedt

\_\_\_\_\_ (3 year)

### Fellowship

Carol Bischoff

Lovell Hultin

Matt Solin

Lynn Oxley

### Audit Team

\_\_\_\_\_ (1 year)

\_\_\_\_\_ (1 year)

\_\_\_\_\_ (1 year)

Thank you to all who have agreed to serve on the various committees and hats off to our committee: Ruth Aulds, Marna Brown, Maren Hatling, Donna Hendel, Bev Richter, Tessa Schierer, Vivian Whipple.

Submitted by Michelle Loomer, Chairperson

The Board of Managers provides oversight of all property of the church (maintenance and repairs), the payment of bills, and oversight for The Federated Church's investments. Supervision of maintenance and custodial staff was assigned to the Board this year.

2015 was a year of some anticipated but mostly unanticipated repairs to our church building. Several projects that had been on hold with the intention of spreading out repair costs had to be moved to "immediate need" status. We have high hopes that all our leaks, cracks and crumbling masonry problems have been repaired and water will be successfully repelled in the future.

**Projects completed in 2015 included:**

- Tuck-pointing and repair of main entry including leaks around Narthex roof.
- Replaced flat roof on Narthex and had all edges resealed.
- Re-caulked and repaired leaks around the large upper west window.
- Removed and re-sloped the sidewalk outside of rear north entrance. This was done to prevent water from leaking into the gym and closets in the northwest corner of the basement.
- Replaced the ten-year-old landscaping mulch around church building; removed dead tree.
- Purchased and installed a new closed circuit security TV System.
- Purchased a new computer for the workstation designated for the new staff position of Office Manager.
- Contracted for Elevator rebuild to repair elevator. This was a huge, unexpected expense requiring additional electrical work.
- Had folding walls in the Fellowship Hall professionally cleaned.
- Had carpets professionally cleaned.
- Replaced ripped and torn Parlor Chairs with stacking chairs donated by Wheaton Presbyterian Church.
- Obtained several folding tables and metal folding chairs from Wheaton Presbyterian Church as that church was closing.
- Held a Fall Clean-up Day. Fifteen volunteers gave the church building a Fall Cleaning from balcony to kitchen.
- Replaced broken coffee maker in kitchen and purchased new coffee servers.
- Contracted with The Matthew House for temporary custodial and maintenance service upon the resignation of maintenance person, John Gutz in July and Alicia Paulzine in November. The service from The Matthew House has been working very well to date.

So many members offered time, muscle, elbow grease, vehicles and expertise as the Board of Managers tried to keep our building safe and comfortable for the busy activities of our congregation. Thank you to all of you who pitched in with the cleaning and repairing and to those who helped transport items from Wheaton Presbyterian Church. We especially thank Skip Zielin who served as project manager for multiple projects and Elizabeth Hatling who keeps up with so many varied requests. Special thanks also to our Board members whose terms end in 2015: Mark Sundberg, Mary Jones Olson and Skip Zielin.

For 2016, we fervently hope all the building's leaks have been plugged and damage repaired. We need to reseal and restripe the parking lot next year. We need to decide what we want to do for the gym floor now that the water leaks have stopped. We still have some walls to repair from rain and snow leaks.

Generally, we hope to go forward with an eye toward preventative maintenance rather than emergency repair to our building.

We will need to decide what to do about permanent maintenance and custodial staff in 2016.

We hope to spend less time on our building in 2016 and more time on the other tasks assigned to Board of Managers.

2015 Board members were: Donna Hendel (chairperson), Jane Nelson, Roxane Nereson, Mary Jones Olson, Ann Porter, Mark Sundberg, Randy Wasvick, Skip Zielin (through November) and Nathan Hoff (D&E representative).

Submitted by Donna Hendel, Chairperson

### **Caring Ministry and Outreach**

Marianne Stone

The mission for The Caring Ministry and Outreach Committee of The Federated Church is to build community within the congregation; to reach out to those without a church home, inviting them to join us; and to coordinate the pastoral ministries of the congregation.

This year our committee was actively involved in arranging a Church Pictorial Directory for The Federated Church. Our committee was blessed with a group of committed and hard working members, along with several volunteers who gave of their time, talents and dedication to make this directory a useful tool in providing the congregation with the names and faces of OUR church family.

*“Now you are the body of Christ and individually members of it.” “If one member suffers, all suffer together; if one member is honored, all rejoice together.” 1 Corinthians 26-27*

Our committee was also involved in sending out birthday cards each month to in-home members as well as other members who needed encouragement. We continued with “name-tag” Sunday. During our blended services each month we encouraged members and visitors to make a name tag to help put names with the faces in our congregation. We updated the Welcome Folders in our pews to acquaint visitors with the programs and opportunities available at The Federated Church. We shared The Stephen Ministry series of grieving booklets with those members in our congregation who have lost a loved one.

We greeted, called and scheduled a meeting with Pastor Doug for potential new members. On December 13, 2015, we welcomed new members: Alan and Valerie Haavig, James and Rebecca, Madilyn and Emma Michael and Bill and Mary Ann Nead.

Committee Members: Marianne Stone (chairperson), Connie Seltz (Parish Nurse), Lee Syverson, Karoline Gustafson, Kathy Hatling, Char Zielin, Suzy Johnson, and Eunice MacFarlane.

Submitted by Marianne Stone, Chairperson

## ***Parish Nurse Coordinator***

I begin by thanking the wonderful volunteer Parish Nurse, Bonnie Gondrez. Her faithfulness is much appreciated.

Again, my appreciation goes to the congregation for support, encouragement, and most of all invitations into your lives. I have completed 9 years as the Parish Nursing Coordinator; the work gives my life purpose and joy! Here are some highlights from 2015:

1. Health Screenings are offered the first Sunday of each month. Thirteen plus hours of nursing time were spent doing the screenings for anywhere from 6 to 16 people each month. Screenings are also available during home and other visits.
2. Staying alert to the changing community needs and resources. I appreciate the Caring Ministry and Outreach Committed for their ideas and suggestions as well as their active help. Examples: a. The Prayer Shawl Ministry has been active in both producing an abundance of shawls and delivering them or informing me of persons that might appreciate the visit and gift, and b. Relocation baskets are prepared and delivered to persons moving to assisted living or nursing homes; c. *Boxes of Blessings* have been well received by patients of the LRHC Cancer Center. Perhaps this report can serve as a reminder that these items can be given by any member of the congregation; d. Baptism baskets with crosses and "The Jesus Story Book Bible" are given to each one receiving the Sacrament of Baptism.
3. December 13, 2015, was the third Community Blue Christmas Service. The intent is to provide a service of hope and healing to those who find the Christmas holiday season difficult for various reasons, such as: broken relationships, financial distress, grief or loss of any kind. It was again a beautiful service and a good reminder that we do live in a hurting world and these are those we are all called to minister to.
4. Offer personal health counseling and be available to discuss: I regularly attend church services and bible study and confirmation classes trying to get to know several age groups. I am scheduled to work each week and announce the dates and times in the Sunday bulletin. Members are invited to schedule a visit or communicate needs during those hours.
5. Make home, hospital and nursing home visits as needed or requested: I devote much of my time to this area and it is one of my greatest joys! Pastor Doug encourages me to keep a "rotation plan" so that shut-in visits are made with some regularity. Please notify me if someone in the church desires a visit.
6. There has been a renewed interest in the Parish Nurses meeting as a community group to share ideas and encourage one another. We are meeting quarterly at Bethel Church.
7. The Deacons & Elders paid for Pastor Doug and me to attend "Advance Care Planning Facilitator Training". The goal of the facilitator is to help persons write a clear, concise "Advance Directive" document. Lake Region has an updated "Advance Directive" form that seems easier to complete than the "Five Wishes" form of a few years ago. A reminder to all: Your Advance Directive should be reviewed and updated every 1) decade, 2) new diagnosis, 3) death of a loved one or advocate, 4) a decline in current health, or 5) divorce.
8. Coordinate with other church groups to arrange transportation, meals, and other assistance: It is an extreme pleasure to see the self-motivated members who visit, deliver meals, and provide transportation. This seems to be a "total church" effort! I am especially grateful for the faithful Steven Ministers who are much appreciated by their care receivers. Thanks to all!

9. Pray with and for people: This is one of the most meaningful parts of my visits. It seems that when I ask, "What shall we pray about?" it often results in the sharing of the concerns weighing most heavily. It is a blessing to go to God in prayer, knowing our prayers are heard.

It is a joy to be a part of the Federated family. I serve with a thankful heart.

Submitted by Connie Seltz, RN, BA

### ***Stephen Ministry***

Stephen Ministers are trained individuals from the congregation that provide one-to-one Christ-centered care to hurting people. They are equipped with skills in a confidential relationship.

Our program currently has three leaders – Pastor Doug Dent, Char Zielin and Rebecca Jorgensen. We currently have twelve active Stephen Ministers who each have a care receiver.

We meet the first Tuesday of each month. At our meetings, each Stephen Minister gives a summary of their visits with their care receivers. We also have continuing education that sometimes includes guest speakers.

We had our fall gathering at Our Lady of Victory Catholic Church this past September.

We have two people from The Federated Church currently taking the Stephen Minister's Training Course. Ruth Aulds and Jordan Schiefert will complete the training this spring and be commissioned as Stephen Ministers.

If anyone is interested in learning more about Stephen Ministry, we are always looking for more people to take the course and become Stephen Ministers. Also, if someone would like to have a Stephen Minister, please contact one of the Stephen Leaders.

Submitted by Rebecca Jorgensen

### **Christian Education and Youth**

Karen Anderson

Mission, Goals and Objectives:

Administer, promote, coordinate and evaluate the total education program of the congregation  
Ensure each person's journey of faith is firmly anchored in the gospel of Jesus Christ and is well sustained and supported by all members of The Federated Church community.

Accomplishments:

This has been a year of transition for the Christian Education and Youth Committee with Karen Anderson Dent accepting an interim position as Director of Christian Education. The Christian Education and Youth Committee oversee a wide variety of activities including: nursery care, Sunday school, Vacation Bible School, Kids Club, Youth Groups and Youth mission trips. Highlights of these activities are listed below.

1. Nursery Care – Nursery care has been filled with volunteers each Sunday. We have yet to find a full time teacher and have learned that maybe nursery care needs to be looked at in a new and different way. Nursery attendance has been down and many Sundays, there was a volunteer, but no children to care for. Karen Bush met with several of the parents of nursery school children and

the majority stated they did not bring their children to the nursery or want to bring their children to the nursery. One mother stated she doesn't like to drop her child off with a stranger. The committee is exploring alternatives to the traditional nursery care, including developing the narthex area as an area for parents to sit with their children during a portion of or all of the church service.

2. Sunday School –

- a. Karen Anderson Dent introduced a new “Best Selling” Sunday school curriculum (All in One Sunday School lessons for kids ages 4-12). This curriculum was enthusiastically received by Sunday school teachers. The curriculum was developed to enable teachers to teach meaningful Bible lessons to kids of different ages in the same class. This allows for flexibility and combining of classes when needed or desired. It also brought fun activities and drama to the lessons, which the students have enjoyed.
  - b. Karen Anderson Dent, with Maren Hatling and Jordan Schiefert, has led the music portion of Sunday school (first 15 minutes of class) and added a music program during the church service this year.
  - c. We have continued with the Intergenerational Sunday school monthly as introduced by the Vibrant Faith Ministry. This is still an area of interest and growth with possibly more involvement with Vibrant Faith Ministries.
3. Kids Club – Karen Anderson Dent, Doug Dent, volunteers and youth have been running kids club on Wednesday evenings.
4. Youth Groups – Junior High youth group meets for snack and games during the hour before confirmation class on Wednesday afternoons. Karen Anderson Dent and Jordan Schiefert lead the Senior High youth group.
5. Senior Brunch – For the second year the brunch was open to the congregation and so well received that it will most likely continue that way. The congregation enjoy hearing the graduates' stories and it fits well with our intergenerational theme.
6. Youth Mission Trips – a new summer mission trip to Nederland Community Presbyterian Church in Nederland, Colorado was added this year (June 12-20, 2015). Chaperones were Karen Anderson Dent, Doug Dent, Elizabeth Hatling, Maren Hatling and Jordan Schiefert. The team spent a week in partnering with Nederland Community Presbyterian Church, participating in their outdoor worship service; resealing the community carousel; repairing a walking path in town; painting a room in the community center to be used for the HAM radio club; painting fire hydrants; participating in a noon-lunch program for the homeless around Nederland; and enjoying being a part of Nederland for the week.
7. New Director of Christian Education – Karen Anderson Dent was hired as the Director of Christian Education by D&E in December. We, as a committee, are excited to continue working with Karen Anderson Dent to support the Christian Education program of The Federated Church.

Unfinished/Ongoing Business:

1. Nursery Care – ongoing discussion is needed to determine the best direction to go for the future.
2. Sunday school – Ongoing growth and development for monthly Intergenerational Sunday School needed. Also, training for Sunday school teachers is desired, but not yet developed.



Committee Members: Karen Bush (chairperson), Karen Anderson-Dent (Christian Education Director), Erik Anthonisen, Kim Erickson, Elizabeth Hatling, Maren Hatling, Kurt Johnson, Molly Stoddard, Tanya Sundberg, Russ Larson (D&E Representative), Marian Wasvick (D&E Representative).

Submitted by Karen Bush, Chairperson

## **Fellowship Committee**

Patty Shol

The Fellowship Committee was busy with many fun events throughout the year. This year, we added a new event, the Mystery Dinner, which was a big hit with those who attended. There was a charge for this event, as we had not included this event in our budget for the year. The money received was used to support the event; any profits went to purchasing some new pots and pans for the kitchen. We also supported the Rally Day carnival this year, along with many other events.

In addition to special events, the Fellowship Committee manages the softball team. Our team was pretty successful this summer, with many good players.

We also manage the service groups.

Members of the Fellowship Committee continue to take turns coordinating events. Some events take a lot of team work to pull together.

Please let someone on the committee know if you would like to see any other events planned. We are always open to new ideas. These events are meant to give our church family time to get to know each other on a more personal basis.

Committee members are: Patty Shol (chairperson), Heather Rundquist (D&E member), Carolyn Anderson, Dennis Bowman, Kym Christiansen, Tami Collins, Kathy Gilbertson, Wayne Link, Ingrid Morgan, Sheila Rodning, Tessa Schierer, Matt Solin, Bonnie Stock.

Submitted by Patty Shol, Chairperson

## **Mission Committee**

Mike Shol

Our Mission Initiative this year was to raise money to provide *Boxes of Blessings* to the Lake Region Healthcare Cancer Care and Research Center. Our goal was to raise enough donations to purchase 70 boxes. Through fundraisers, including Worship in Park services and the annual Mission Dinner, along with offerings earmarked *Boxes of Blessings* from our church family, we were able to go well over our goal.

Our budget for 2015 was \$12,000. New recipients to receive donations this year, beyond our "regulars", were Heifer International and Lakeland Mental Health Center. We also provided \$100.00 each to two students traveling to the House of Hope.

Peg Kalar shared with us a great benevolence idea she had heard about which we decided to implement this year. Each graduating confirmand received \$100.00 (three students this year) to give to an organization of their choice. Before they present their gift, they have to make sure to clear the organization with Pastor Doug. Then, each donor would be required to come to one of our meetings to

share with us why they opted to choose the organization they picked. If this goes well, we hope to make this an annual tradition as we believe not only will the student feel good about themselves, but also learn the importance of giving!

2016 goals- Meet and greet new members who can hopefully have new and refreshing ideas, wisely pick our Mission Initiative and to put a smile on the various organizations we choose to give to.

The year started a little slow, but after summer break everything began to fall into place. When available, each member took active roles.

A special thank you to Bob Stout and Kathy Zimmerman, whose 3 year terms came to an end.

Committee Members- Mike Shol (chairperson), Lu Echelberger, Gerry Hilden, Peg Kalar, Pam Phillips, Kitt Schara, Bob Stout, Kathy Zimmerman, and Craig Jorgenson (D&E Representative).

Submitted by Mike Shol, Chairperson

## **Personnel Committee**

**Mark Rodning**

The Personnel Committee serves as an advisory committee to help address personnel issues for Federated Church. The committee collaborates with the pastor and serves as a liaison between the staff, the congregation and the Board of Deacons and Elders.

During 2015 the Personnel Committee:

- Recommended a salary freeze for staff in 2015, except Elizabeth Hatling and Carol Andstrom.
- Recommended a 2% increase in Pastor Doug's salary and an additional \$1,072 contribution to Pastor Doug's family's health insurance.
- Received the resignation of John Gutz as part-time maintenance person.
- Received the resignation of Doug Snaza as the Director of Christian Education.
- Recommended (and D&E hired) Karen Anderson Dent as the interim Director of Christian Education.
- Recommended extending Karen Anderson Dent's contract as the interim Director of Christian Education.
- Reviewed and approved the new staffing model.
- Recommended that the Board of Managers supervise the custodial and maintenance positions.
- Received the resignation of Alicia Paulzine as custodian.
- Recommended a contract with The Matthew House to fulfill custodial and maintenance duties.
- Received the resignation of Karen Hauck, effective December 15, 2015 (willing to stay on until May, 2016).

- Recommended The Federated Church support Pastor Doug's doctoral studies.
- Reviewed Annual Evaluations of all staff members.
- Recommended a salary freeze for 2016, with the exception of Elizabeth Hatling, Adam Baker, and Pastor Doug Dent.
- Recommended a 3% merit-based salary increase for Elizabeth Hatling, Adam Baker and Pastor Doug Dent.
- Reviewed Annual Evaluation with Pastor Doug.

Committee members: Mark Rodning (Chairperson and D&E Representative), Stephanie Hoff, Tim Hunt, Renee Larsen

Submitted by Mark Rodning, Chairperson

### **Stewardship Committee**

**Millie Pearson & Jim Worner**

The Stewardship Committee's primary focus was to generate the necessary funds to support the annual congregational needs for the work of our committees, missions, staff salaries, building maintenance, etc. This was the second year with the new format for our fall campaign. With Pastor Doug's guidance and Elizabeth's culinary skills, Consecration Sunday was, once again, a great success.

We challenged our members to consider increasing their pledges. Thank you all for your help. We are almost there! Our total pledges to date are approximately \$327,100. It is never too late to fill out a pledge card – just stop by the office to pick one up.

A great big THANK YOU to all of you, Federated Friends, who helped us toward our goal. We appreciate your continued support of The Federated Church with your time and dollars. We invest, not in ourselves, but rather, in God's plan for our future.

Committee members: Millie Pearson (chairperson), Jim Worner (chairperson), Jerry Hendel, Brian Malchert, John MacFarlane, Wayne Ronning, Duane Rose, Greg Truax, David Whipple and Desta Hunt (D&E).

Submitted by Millie Pearson and Jim Worner, co-chairs

### **Scholarship Committee**

**Rick Schara**

Six graduating high school seniors were eligible to apply for The Federated Church scholarships in the spring of 2015. The scholarship is funded by the William and Marjorie Van Dyken Memorial Scholarship Fund.

The individuals were contacted by letter in mid-March and invited to submit a letter of application outlining the next step in their education, how Federated Church played a role in their lives and how they see the church in college and the future. Seniors could defer their \$500 scholarship up to two years beyond high school. A notice was published in the monthly church bulletin inviting past deferral candidates to take advantage of the educational grant.

This year three seniors submitted applications and were awarded scholarships:

Logan Stout, Lake Area Technical Institute, Watertown SD

Will Haas, South Dakota State University, Brookings, SD

Tyler Harthun, NDSCS, Wahpeton, ND

Our congregation is very proud of these young people and their plans for making a difference in our world!

Committee members: Rick Schara (chairperson), Ann Nelson, Erik Anthonisen

Submitted by Rick Schara, Chairperson

## **Worship Committee**

Vivian Whipple

The 2015 worship team had the responsibility and privilege of supervising the worship opportunities of the Federated Church. The team, plus pastor Doug and Elizabeth in the office, greatly enhanced our abilities.

“We” are each a part of the entire body of our church. “We” are the entire congregation, a hand, a foot, a heart, a strong back, along with praying hands and hearts. “We” help keep our church decorated and appealing to our congregation and to the community. “We” are grateful for all those who assist in the worship of the church, including, but not limited to: reading scripture, decorating the building’s interior and exterior, greeting before services, ushering during services, setting up and serving communion, keeping candles filled, running sound system and all the other things that go on in our “body” of the church.

## **Some highlights during 2015:**

- The tradition of faith stories during Lenten services continued with stories from Ruth Aulds, Jeanette Haas, Cindy Spidahl, Jerry Hendel, and Cheryl Harrington.
- A benefit piano concert was given for “Box of Blessings” by John McKay, retired music professor at Gustavus Adolphus College.
- Sarah Bowman voice recital.
- Two worship in the park services with baptisms.
- Summer Music series with Susie Sanner, the Federated Choir, and Heart of the Lakes Dixie.
- Our congregation joined with Lake Region Healthcare Chaplaincy and other local congregations to provide the Blue Christmas Service for those that struggle with the holidays.
- We continue a blended service once (or more) per month with one worship service at 10AM.
- Pulpit supply during the summer.

Our appreciation to all praise band, choir and handbell members that aid in our music ministry. Please know that all groups are always looking for additional participants.

Members: Vivian Whipple (chairperson), Marian Wasvick (D&E representative), Pam Phillips, Gloria Ronning, Cindy Holte. Staff: Pastor Doug, Carol Andstrom, Karen Hauck, Doris Enderson

Submitted by Vivian Whipple, Chairperson

### ***Senior Choir***

Anthems were provided by the Senior Choir during the 11AM service both spring and fall of 2015. Instrumentalists Elizabeth Hatling and Jim Worner, assisted, along with vocal soloists Jean Bowman and Cindy Holte.

The Senior Choir sang for special services on Ash Wednesday and Maundy Thursday.

Our summer concerts continued in June with the choir singing a collection of spirituals and Susie Sanner, assisted by two soloists, played the piano. In July, we were honored to have The Veteran's Choir singing old favorites and the Praise Band performing several songs. August brought us a vocal concert by Sarah Bowman, a senior at Luther College.

On December 5, the choir and a 15-piece orchestra, presented the cantata *Images of Adoration* by Pepper Choplin. They were assisted by narrators Stephanie Hoff and Pastor Doug Dent; four children, Dove Schierer, Reno Schierer, Jonathon Dent and Madalyn Dent; and several other participants. A committee of ten members devoted a great deal of time and energy into making this concert possible. We had two performances, one at 4:30PM and a second at 7:30PM. They were well received by attendees.

It has been a good year. Many thanks to a very devoted group of talented and willing musicians.

Submitted by Karen Hauck, Senior Choir director

## With Grateful Appreciation...

Thank you to our church members that have faithfully served and completed the terms of service for our many committees.

Ruth Aulds	Marna Brown	John Erickson	Kim Erickson
Kathy Hatling	Maren Hatling	Donna Hendel	Stephanie Hoff
Cindy Holte	Kurt Johnson	Jim Knapp	Russ Larsen
Wayne Link	Michelle Loomer	John MacFarlane	Brian Malchert
Mary Jones Olson	Millie Pearson	Pam Phillips	Ann Porter
Bev Richter	Mark Rodning	Duane Rose	Rick Schara
Tessa Schierer	Patty Shol	Matt Solin	Bonita Stock
Molly Stoddard	Marianne Stone	Bob Stout	Mark Sundberg
Tanya Sundberg	Greg Truax	Marian Wasvick	Randy Wasvick
Vivian Whipple	Jim Worner	Skip Zielin	Kathy Zimmerman

Your commitment to the ministries of The Federated Church is appreciated. Your work is important and influential in our church and in our community.

Thank you to all of our volunteers throughout the year. Every job is appreciated! We have had help with labeling envelopes, assembling the newsletter, re-arranging Sunday school rooms, carpentry & woodworking, painting, fixing walls, wiring, photography, snow shoveling, installing software, decorating, sewing, making banners, hanging banners, knitting, gardening, moving, cooking, baking, serving, cleaning, chaperoning, mentoring, appointment driving, & home visits. We are thankful for our Sunday school teachers, kids club volunteers, Camp in a Van volunteers, and ushers. Thank you to the service groups and their work throughout the year. The list goes on and on!

Thank you for your gifts of time, talent and treasure. The Federated Church has benefited from your works here. Choosing to share your gifts influences others. You set the example and show us just how meaningful it is to give, to share and to grow through God's love.

