



Federated

CHURCH

OPEN HEARTS. OPEN MINDS. OPEN ARMS.

2016 Annual Report

The Federated Church

The actions we take every day based on our core **values** demonstrate our commitment to **priorities** that support our **mission, which maintains focus on a vision that stands the test of time.**

MISSION

What we do today

We engage in

- Relevant conversations,
- Build invigorating relationships, and
- Restore fractured spirits.

VISION

What we aspire to achieve in the future beyond our years

Open Hearts. Open Minds. Open Arms.

PRIORITIES

How we concentrate our time and resources

- Offer inspiring and dynamic worship.
- Provide Biblically-based, cross-generational learning and fellowship opportunities.
- Enhance our campus while preserving the historic nature of our sanctuary.
- Engage with our community and serve the changing needs of our neighbors.

Who we are and Who We Want to Be

We bring Christ's everlasting hope, peace, and love to life through God's inspiring Word and our Spirit-led actions.

We are caring, authentic, and adventurous people who come from a variety of Christian backgrounds. We share a commitment to love, to serve, and to leave the world better than we found it.

Nourished by God, we are driven to speak the truth in our homes, build connections in fellowship, and carry peace and healing to our community, region, country, and beyond.

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Annual Meeting Agenda

I. Opening Prayer

- Establishing a Quorum (10% of Active Membership or 50 members)
- Adopt the Agenda
- Minutes from Annual Meeting (1/25/2016)

II. Deacons & Elders

III. Nominating Committee Report

- Election of New Officers and committee members
- Dismiss 2016 Nominating Committee with thanks
- Elect 2017 Nominating Committee*

IV. Mission Committee

- 2016 Mission Initiative: Federated Mission Fund - \$1,672

V. Financial Reports

- 2017 Budget
- Pastor's compensation

VI. Staff Recognition

- *Clerk of Session* Jean Bowman
- *Treasurer* Mark Rodning
- *Administration* Adam Baker, Elizabeth Hatling, Ed Morgan
- *Christian Ed* Karen Anderson
- *Maintenance* Peter Konrad and Matthew House
- *Music* Carol Andstrom, Doris Enderson, Karen Hauck, Molly King, Jordan Schiefert
- *Parish Nurse* Connie Seltz
- *Pastoral* Doug Dent

VII. Special Recognition

- Accompanist: Gloria Ronning
- Weekly Mailing: Dorothy Porter
- Chancel Candles: Clyde & Beth Schlepp
- Blood Pressure Screeners: Barb Becker, Bonnie Gondrez, Jeanette Haas
- Knitters: Karen Johnson, Bev Lambert, Eunice MacFarlane, Millie Pearson, Gloria Ronning, Heather Rundquist, Char Zielin

VIII. Adjourn with Prayer

Minutes from Annual Meeting 2016

Sunday, January 24, 2016 – Fellowship Hall

Moderator: Rev. Doug Dent

Clerk of Session: Jean Bowman

Quorum declared. Pastor Doug Dent opened the meeting with prayer at 11:38 a.m.

To approve the agenda. **Motion #1**

Minutes of the Annual Meeting of January 25, 2015 were presented (approved by D&E in February 2015).

Pastor's Report

Doug presented a reading (Luke 4:14-21) and then there was discussion:

What did you hear in the word? How audacious Jesus must have sounded. Nothing ever goes unfinished. He went to the synagogue, which was his custom. He must have been excited – because he got to read scripture and knew who He was. Courage to speak out. That he was *reading* from the scroll – not simply extemporaneous speaking. He was anointed (set apart for a special purpose).

What would you like to know more about? Was Jesus ever accepted in Nazareth? Did he go to school? Where is the scroll from? Was his mother there? The story goes on – what happened to him after church? Did he ever return to Nazareth? Why did he select Nazareth and Galilee to start? We are asked to do things (site to the blind, let the oppressed go free) – what are other things we should be doing? What kind of oppression (just those in jail?)?

What might the spirit be teaching or showing us in this passage? Maybe we could have this spirit too. He was a model for “regular guy who went to church.” Acknowledge that rejection was part of His path, and it is part of our path; still the mission and the message goes on.

Table/Small group discussion: “When I think of our church ...”

...I Like: Everything! Our Pastor, family, come as you are, friendliness, parish nurse, sermons (scripture included), caring people who look out for each other, youth, intergenerational fellowship, one service Sunday, acceptance, equality is felt, qualification of new directors, non-judgmental, local missions, met the stewardship goal, we try different things, first Sunday Bible studies, two separate worship styles, fellowship activities, choir, what the congregation does in the community, early service, Lenten services/Wednesday, feeling of community, church directory, nametag Sunday, praise music, food and fellowship, Elizabeth's cooking, seeing young families, talented membership, diversity, openness.

...I wonder: If there's enough participation in fellowship activities? How to engage more people and energize our teams? How effective is our outreach to each other and the community? If the church is charging too much to hold weddings and not investing enough in Sunday school? Did we get the bat out of the belfry and how did we do it? What is our future with an older population? Do two services serve us best? Why do some members not attend/participate? Where does Doug get his inspiration? How to attract new members? How to handle maintenance and building upkeep? How to get younger people interested? Why don't monthly service groups do weddings and funerals anymore? How to empower lay people to be ministers and be more open to the Holy Spirit – so they can reach out in the community? One or two services? What is the future of Christian Education and Music? What is Doug going to do when he gets his doctorate (answer: I'm not going anywhere). How can we reach into the community to share what we have?

...I wish: More young people and families would join. That we would have a traditional Christmas Story pageant each year. Do more with our sister churches. To use our excellent location downtown to better advertise who we are and what we're about. Air conditioning. One worship service. More inter-generational events. Seventh and eighth grade Sunday School teacher. More young families. Youth group volunteer in the community more. Sermon Series on how the Bible was put together. Get a better handle on mission work. Church will use our resources efficiently and responsibly. A church van. Be more connected with our national denomination. New members and their pictures posted in the Narthex. Bring a friend Sunday. One service that includes all music. Members would compromise. Everyone send pledges right away. Solve controversy without holding grudges. More pastoral visits to members.

Deacons and Elders

The written report is included in the annual report. We thanked our outgoing D&E Members: Mark Rodning, Rick Schara, Jim Knapp, Marian Wasvick.

Nominating Committee

There is one open position on the Board of Managers. There were no nominations from the floor. The committee may fill that position from within.

Motion to elect slated officers/committee members as presented by the Nominating Committee. **Motion #2**

Motion to dismiss the 2015 nominating committee with thanks. **Motion #3**

Motion to elect the nominating committee and alternates for 2016. **Motion #4**

Ingrid Morgan, Millie Pearson, Mark Rodning, Patty Shol, and Char Zielin

Alternates: Grant Davenport and Kathy Hatling

Mission Committee – The Box of Blessings – We created 75 Boxes of Blessings last year. Forty have been given to the Cancer Center (they are delivered as needed). There have been some fantastic notes of thanks; they are very well received. There was \$2,200 additional money raised which allows us to create 27 more Boxes of Blessings.

Financial Reports – Mark and Doug took questions from the congregation. There was a request to see a statement of financial position at future annual meetings.

Proposed Budget for 2016	Budget
Total Revenues	\$409,710
Total Expenditures	\$409,710

Pastors Doug and Karen Dent were excused while the Pastor's compensation package was reviewed. DCO Ed Morgan presented the pastor's compensation package.

Salary	\$65,543
Housing Allowance	\$9,600
Cash Salary	\$75,143
Medical	\$17,283
Medical (family)	\$1,127
Pension	\$8,266
Death/Disability	\$751
Books	\$500
Continuing Education	\$1,000
Mileage	\$750
Total Compensation	\$104,820

Motion to approve pastor compensation package. **Motion #5**

Motion to approve the 2016 budget: **Motion #6**

Staff Recognition

Pastor Doug recognized the church staff and thanked them for their ministries:

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

The meeting was adjourned with prayer at 12:55 p.m.

The following motions were made, seconded, approved or defeated

- Motion #1** To approve the agenda.
- Motion #2** To elect officers/committee members as presented by Nominating Committee.
- Motion #3** To dismiss the 2015 nominating committee with thanks.
- Motion #4** To elect the nominating committee for 2016: Mark Rodning, Char Zielin, Patty Shol, Ingrid Morgan, Millie Pearson and Alternates Grant Davenport and Kathy Hatling.
- Motion #5** To approve pastor compensation package.
- Motion #6** To approve the 2016 budget.

*Respectfully Submitted,
Jean Bowman*



But the Advocate, the Holy Spirit, whom the Father will send in my name, will teach you all things and will remind you of everything I have said to you.

John 14:26, NIV

“Faith is a state of openness or trust.” Alan Watts, British philosopher

Openness is the word that surfaced repeatedly during our visioning process. Openness implies welcome, hospitality, friendliness, and compassion. We profess to be a congregation that is open to every person in the name of Jesus Christ. We genuinely desire to show our open hearts, open minds, and open arms to the world.

Openness also indicates a willingness, to be led, to be drawn out, to be challenged, and to be changed by the Spirit. This is a little harder to swallow some days. The Spirit has a funny way of showing up when we aren't ready, where we don't expect, and to and with whom we never thought likely.

As we move into a new year, the Spirit may ask us to reach out in faith. Is there a new hunger ministry we might explore? Might there be a family in our neighborhood that has a need we can meet? How might we expand or improve our outreach, our youth programming, or our facility? In what ways might we enhance our worship experience? What openings is God providing for us to act?

We will successfully make those leaps of faith so long as we maintain our trust in the One who is faithful to us. I encourage all of us to be open to one another this year, and I challenge all of us to be open to the still, small voice of the Spirit prompting us to do mighty things for God's Kingdom.

I'm excited about all we've accomplished in 2016 with our visioning and branding process. Now I want to see where the Spirit will lead us in 2017.

May God continue to bless us as we make ourselves open to the Spirit!

Doug

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 2016 serving members of the Board of Deacons and Elders were:

<u>Member</u>	<u>Class</u>	<u>Committee Assignment</u>
Jean Bowman		Clerk of Session
Russ Larsen	2017	Christian Education & Youth
Michelle Loomer	2017	Fellowship
Eunice MacFarlane	2017	Caring Ministry & Outreach
Craig Jorgenson	2017	Missions
Doris Enderson	2018	Worship and Music
Nathan Hoff	2018	Board of Managers
Heather Rundquist	2018	Fellowship
Elizabeth Nelson	2019	Caring Ministry & Outreach
Kathy Hatling	2019	Christian Education & Youth
Cindy Holte	2019	Nominating
Desta Hunt	2019	Stewardship

Notable actions in order of action:

1. To approve the DCO process for "Discovering our Future 2016."
2. From the General Fund: To allocate \$10,000 to the Maintenance Reserve Fund (board of managers) and \$10,000 to missions in the form of "Seeds of Hope" grants.
3. To approve the baptisms of Ida Gustafson, Kai Bradley Ebert, Kindree Violet Ebert, and Addison Davenport.
4. To hire The Rev. Karen Anderson as Director of Christian Education.
5. To dismiss the Director of Christian Education search committee with our thanks.
6. To invite The Rev. Dr. C. Edward Morgan to preside at the funeral service for Mary Ellen Stock at The Federated Church on Saturday, January 9, 2016 at 1:00 PM.
7. To allow Paul Shol to distribute a letter of appeal to the congregation in support of his bike tour to raise funds for the Children's Legacy Fund.
8. To recommend Ella Childs for membership on behalf of Lawrence Presbyterian Church.
9. To recommend Lily Sundheim (PCUSA) and Rachel Westra (PCUSA) for membership.
10. To approve the Endowment Plan; it supersedes all prior plans and policies of this nature.
11. To remove \$1.50 per plate fee from the Funeral Policy.
12. To remove from membership due to death: Mike Loomer, Mary Anderson, Joyce Stock, Mehrle Messer, Stella Fox, Hal Collins, Olaf Ugstad, Joanne Lenning, Altha Schmidt, Gerald Skibness & Laurie Hansen
13. To remove from the membership due to transfer: Tim Hiedeman, Lila Hiedeman, Jean Giles.
14. To accept the Katherine Harris Grant of \$1,000 for the Timothy Fellowship.
15. To approve the Seeds of Hope Giving grant guidelines and promotions, deadline of September 1, 2016 and process for review by the Mission Committee (recommendations of grant recipients comes before D&E for final approval).
16. To award Abby MacFarlane a \$250 scholarship from Mike Loomer's memorial funds to support her internship at House of Hope in June-July, 2016.

17. To accept into membership by reaffirmation of Faith - Nick and Samantha Ebert.
18. To approve the marriage of Amber Harrop and Michel Piecek on Friday, July 1, 2016.
19. To contract with Molly King to be our church accompanist through December 2016.
20. To allow Bill Nead and Jordan Schiefert to proceed with updates to our sound system.
21. To use \$4,000 from the Memorial Fund for the sound system upgrade.
22. To approve and adopt the brand package as presented.
23. To purchase Kathy Hatling's baby grand piano for \$3,000 (plus professional piano mover cost) with funds to come from the Memorial Fund.
24. To approve \$1,700 to purchase t-shirts for rally day.
25. To place the unrestricted memorial gift of \$250 from the family of Gerald Skibness into the Memorial Fund.
26. To approve The Federated Church as a prayer partner with a congregation in Occidente Presbytery (Guatemala) with the understanding that there will be no monetary commitment.
27. To approve paying the PCUSA per capita for 2017 at the 2016 per capita rate of \$32.64.
28. To approve not making a pledge to the PCUSA or UCC Mission Fund in 2017 and instead directing funds to specific mission projects locally.
29. To approve becoming a covenant partner with Habitat for Humanity.
30. To renew the contract with the Matthew House for maintenance and custodial services (January 1 – December 31, 2017) with no changes to duties or compensation. (attached)
31. To recommend the creation of a Coordinator of Children & Family Ministries position to supervise the nursery/elementary programs for The Federated Church.
32. To accept the resignation of Desta Hunt from the Board of Deacons & Elders.

Submitted by Jean Bowman, Clerk of Session

Nominating Committee

Cindy Holte

The Nominating Committee of 2016 presents the following slate of candidates for committee positions. We appreciate everyone who stepped up to serve!

Deacons & Elders

Linda MacFarlane
Patty Shol
Kathy Truax
_____ (3 year)

Mission

Sonja Johnson
Mike Walls
Paul Shol

Board of Managers

Steve Lockhart
Chad Nelson
Rick Schara
Duane Rose (2 year)

Personnel

Beth Schlepp

Caring Ministry & Outreach

Mary Jones Olson
Kathy Zimmerman

Stewardship

Vaughn Ebbighausen
Terry Harrington
Millie Pearson

Christian Ed & Youth

Lisa Becker
_____ (3 year)
_____ (3 year)
Erik Anthonisen (1 year)
Karen Bush (1 year)

Worship

Kathy Gilbert
Cheryl Harrington

Fellowship

Anne Kalar
Bonnie Stock
_____ (3 year)
_____ (3 year)
Mary Ann Nead (2 year)

Thank you to all who have agreed to serve on the various committees and thank you to our 2016 nominating committee: Cindy Holte (chairperson), Mark Rodning, Char Zielin, Patty Shol, Ingrid Morgan, Millie Pearson, Grant Davenport (alt.), and Kathy Hatling (alt.).

Submitted by Cindy Holte, Chairperson

Discovering Our Future

In 2016 Federated Church embarked on a journey to discern who God is calling us to be and how we can make a difference in the world (including our congregation and our community). The result is: *Open Hearts. Open Minds. Open Arms.* The process to arrive at this was thoughtful, intentional and inclusive. There were many opportunities for members of the congregation to provide input and feedback along the way. After listening sessions and D&E review, an outside agency was engaged to digest the input and advise us. They offered objective and insightful direction that led to the final recommendation. The new brand is a reflection of Federated Church. We will not only *say* Open Hearts. Open Minds. Open Arms., but more importantly, we will *live* it; demonstrate it as foundational to who Federated Church is called to be.

There are four “going-forward” teams. These teams have made a one-year commitment to helping shape programs that will help the brand come to life. They will focus on: 1. Offer inspiring and dynamic worship, 2. Provide Biblically-based, multigenerational learning and fellowship, 3. Engage with our neighbors and serve the changing needs of our community, and 4. Enhance our campus while preserving the historic nature of our sanctuary. These groups will work very closely with the existing committees to maximize ideas, energy and activities (worship, caring ministry, fellowship, Christian Education and board of managers).

Team Members: Jean Bowman, Jake Gustafson, Terry Harrington, Nathan Hoff, Karen Bush, Renee Larsen, Ann Porter, Ben Schierer, Connie Seltz, Rev. Doug Dent, Rev. Ed Morgan

Submitted by Jean Bowman

Campus Enhancement Team

The Campus Enhancement Team has met on a number of occasions to discuss ways we can address one of the four priorities that were brought forward during the “Discovering our Future” process; that being, “Enhance our campus while preserving the historic nature of our sanctuary”. So far we have:

- Reviewed input that was gathered from the congregational events during the “Discovering our Future” process
- Toured the building and grounds as a group looking at ways to improve our existing facilities
- Met with Jeff Jennen from Comstock Construction to get a better understanding of any structural considerations of the existing “Education Wing” in the event we as a congregation look to move forward with any remodeling/construction work in that area. We have also discussed with Jeff preliminary budget numbers for any remodeling or construction

In our discussions as a group, we have come up with a list of priorities to keep in mind as we move forward through this process:

- Air conditioning in the sanctuary
- Better handicapped accessibility in the education wing
- More appropriate and efficient use of space in the education wing that allows for current church activities and also space that allows for growth (both in membership and ministry programs) for Federated Church.
- Creating spaces that are more modern and up to date with current technology and amenities

In the coming months, we will be reaching out to church committees and congregation members for input regarding the modernization of the education wing.

This has been a very exciting process and we are looking forward to gathering input from the congregation.

Team Members: Nathan Hoff, Donna Hendel, Linda MacFarlane, Skip Zielin, Bill Nead, Staff: Rev. Doug Dent, Rev. Ed Morgan

Submitted by Nathan Hoff

Community Engagement Team

The community engagement team is helping Federated Church with its communications. Whether we are addressing members of the congregation or the Fergus Falls community as a whole, a plan is in the works to most effectively tell our story. This is a two-step process: First, the committee will develop a plan for best practices (who to reach and what action do we hope to achieve, how to connect with them, what to say and when). Second, the committee will assist with putting the plan to work. Members will guide and assist committees and staff so they can communicate about projects, events and priorities. We will also serve as a liaison to at least a quarterly “signature event.” These events are the big things we really want Fergus Falls to know about and be engaged in (Rally Day, Lent Suppers, etc.). Simultaneously the committee is reviewing and recommending things Federated Church can do to improve the experience members and guests have when they engage with us (are the pews full, is there ample parking, is the nursery staffed, etc.). Even though this is one of the temporary committees following the DOF process, we’re hopeful members and staff feel equipped to make a long-lasting commitment to sharing Federated Church’s commitment to Open Hearts. Open Minds. Open Arms.

Team Members: Stephanie Hoff, Jean Bowman, Ben Schierer, Jess Steinbrenner, Linda MacFarlane, Staff: Elizabeth Hatling, Rev. Ed Morgan

Submitted by Jean Bowman

Multigenerational Fellowship and Learning Team

The Multigenerational Fellowship and Learning Committee began in the summer of 2016. After spending time discerning our purpose for the church community, we decided to plan and execute specific multigenerational fellowship events to bring people of all ages together. We started with dance classes lead by Terry and Cheryl Harrington during the fall. Many people hope they will do another session in the spring! For our next event, we invited our own member Paul Shol to share during a fellowship hour about his amazing bicycle journey of faith across the country. This was a very well-received and inspiring event for all who were able to attend! The third event we implemented involved packing gifts for Operation Christmas Child on a Wednesday night after Kids Club. We served a light meal and then worked together to pack and send around 70 gift boxes—all of which went overseas to children in refugee camps or other situations of extreme need. The team, consisting of Karen Bush, Lu Echelberger, Carolyn Anderson, Patty Shol, Renee Larsen, and Terry Harrington, continues to work to bring the church family new opportunities for fellowship and learning in the new year.

Team members: Renee Larsen, Karen Bush, Carolyn Anderson, Lu Echelberger, Patty Shol, Terry Harrington, Staff: Rev. Karen Anderson
Submitted by Rev. Karen Anderson, DCE

Director of Church Operations _____ **Rev. Dr. C. Edward Morgan**

Paul wrote to the church at Philippi, "I thank my God every time I remember you." As I reflect on the many things we have accomplished this year in our church, I thank God for all the people who made these things possible. Some people used their special practical abilities, some used their skills with finance and business, some supported others in their work, some offered their organizational skills, and all prayed. Because of all the prayer, work and giving, we were able to accomplish much this past year.

Here are some of the major accomplishments:

- A visioning process that involved the entire congregation and resulted in four priorities to guide our work into the future: Inspiring and Dynamic Worship, Multigenerational Learning and Fellowship, Community Engagement, and Campus Enhancement. From these priorities, we have teams who have been working to develop specific actions related to each priority. We also developed a new vision – Open Hearts. Open Minds. Open Arms. It is exciting to see how specific actions are already being taken that have a positive effect on our church.
- The Federated Church Endowment Fund.
- Renovation of the Gym with new flooring, lights and painting.
- A new security system
- Renovation of the kitchenette off the Narthex into a restroom and creating a family-friendly space in the Narthex
- Updating of lighting in the hall ways
- Handicapped accessible curb cuts to bring us into compliance with city wide emphasis
- New sound system installed

All of these projects have been completed because of the wonderful partnership that we experience in our church. Everyone from the decision-making bodies of the Board of Managers, Deacons and Elders, and the Pastor, to all the people who give of their time, talents and money, we work together as partners in Christ's ministry. I hesitate to name individuals, but we can be very thankful for all the talented and willing people of our church. I have been blessed to work with such wonderful people.

THANKS BE TO GOD!

Endowment Committee

The Federated Church Endowment Fund was started over ten years ago, but in 2016 we breathed new life into it. An Endowment Plan composed of General Provisions, Investment Policy, Gift Acceptance Policy, and Distribution Policy was approved by the Deacons and Elders. The Deacons and Elders also approved establishment of a permanent Endowment Committee composed of John Erickson, Donna Hendel, Stephanie Hoff, Russ Larsen, Mark Rodning, Evan Westra, Rev. Dr. Ed Morgan, and Rev. Doug Dent, Ex Officio.

We consolidated existing related funds in CD's and Savings that were drawing very little interest into one Endowment Fund that is invested through Edward Jones under the oversight of Marcus Meder and the Endowment Committee.

During the year, we received new funds in the amount of \$160,165. At the end of 2016, the Fund had a market value of \$403,000. A complete accounting will be provided after the April 2017 quarterly report.

Submitted by Rev. Dr. Ed Morgan for the Endowment Committee

Board of Managers

Donna Hendel

The Board of Managers provides oversight of all property of the church (maintenance and repairs), the payment of bills, and Federated's finances. The Board of Managers was able to stay within budget for 2016 while funding both planned and unanticipated expenses.

Main projects completed in 2016:

New lighting in gym

Replacing gym floor

Seal coating, repairing cracks and striping parking lot

Installation of enhanced security system and monitoring

Installation of enhanced outdoor security lights

Recommended establishment of an Endowment Committee and designated funds to be moved to investment category.

Unanticipated expense:

Upgrading sidewalk handicap accessibility when city replaced sidewalks

Replacing 25+ year old snow blower

The contract with Matthew House for maintenance and custodial care has been very successful and has decreased our Workman Comp Insurance by nearly \$800. In addition to duties assigned by job description, Matthew House has provided extra help when needed for special events and large funerals.

The addition of the Director of Church Operations position to Federated's staff has been a huge benefit to our church. Having an on-site person to supervise maintenance and custodians and to do the "leg work" when equipment or repair has been needed has resulted in building/maintenance problems being solved much more effectively and in a timely manner.

There are so many members to thank for the countless hours dedicated to repairing, updating and maintaining our building and grounds in 2016. I will not mention names, but want to thank those of you who volunteered your skills as: project manager for multiple repairs and remodels, electrician, plumber, technology expert, decorating expert, kitchen organizer, closet cleaner, seamstress, knife sharpener, carpenters and painters to name a few. A special thank you to those of you who saw something that needed attention and just took care of it. The Board of Managers greatly appreciates all our members do to make our House of Worship comfortable and pleasant.

Board members for 2016: Donna Hendel (Chairperson), Nathan Hoff (D&E Rep.), Rev. Ed Morgan (Director of Church Operations), Fred Harthen, Jane Nelson, Roxane Nereson, Ann Porter, Steve Thompson, Tanya Westra and Randy Wasvick.

Submitted by Donna Hendel, Chairperson

Caring Ministry and Outreach

Connie Seltz

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.

Our committee sends out birthday cards each month to in-home members as well as other members who may need 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 keep updated 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.

In 2016, we made an effort to connect with members we had not seen in a while. An ad hoc committee was formed to make the contacts and much useful information was learned

Committee Members for 2016: Connie Seltz, (chairperson and parish nurse), Elizabeth Nelson (D&E Representative), Char Zielin (Stephen Minister), Lee Syverson, Karoline Gustafson, Suzy Johnson, Carol Rose, Erin Smith, Jessica Steinbrenner, and Pastor Doug

Submitted by Connie Seltz, chairperson

Parish Nurse Coordinator

I begin by thanking our wonderful volunteer Parish Nurse, Bonnie Gondrez, RN. Her faithfulness is much appreciated. We are graciously supported by Barb Becker, RN and Jeanette Haas, RN and do appreciate their willingness to do blood pressure screenings occasionally.

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 2016:

1. Health Screenings are offered the first Sunday of each month. Twelve plus hours of nursing time were spent doing the screenings for anywhere from 1 to 14 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; b. Re-location 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 Cancel 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 21, 2016, was the fourth 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. Heather Rundquist shared her story and reminded the nearly 200 attendees of the need to speak out about mental health needs and to be alert to mental health issues.
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. In my role as an "Advance Care Planning Facilitator" I have had the opportunity to meet with families 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. I often advise those who are writing their directive to consider identifying the three things most important to them as those decisions guide the process.
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 Stephen 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 individuals from the congregation trained to provide one-to-one Christ-centered care to hurting people. They are equipped with skills to listen, encourage, and offer support in a totally confidential relationship. Our program is led by Char Zielin, and Rebecca Jorgensen.

We currently have eleven active Stephen Ministers. Several have care receivers at this time. Ruth Auld and Jordan Schiefert were commissioned at Calvary Lutheran Church in March of 2016. We had our annual fall gathering September 22 at Hope Lutheran Church. We gathered with other churches in the community and had a special speaker.

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

If anyone is interested in learning more about Stephen Ministry, please contact one of the leaders.

Submitted by Rebecca Jorgensen

Christian Education and Youth

Rev. Karen Anderson

The 2016 year marked the first full year I served as the Director of Christian Education and Youth. It was a rich year filled with so many wonderful people, memories, and activities, I can only hope to recall them all here.

Sunday School

During 2016, our Sunday school was blessed with seven consistent teachers in both the spring and the fall: Steve and Carri Thompson (in their second year) with the youngest children and their parents, Jona Brown and Madalyn Dent with the kindergarten and first-graders, Abby MacFarlane and Paige Westra with the second through fourth graders, and Karen Bush rounding it out with the fifth and sixth graders. Our average number of students held at around 20, with 25 participating in the Christmas pageant. We continued using a curriculum that we began using in 2015, *All-in-One Sunday School Lessons*, with great success. The teachers and children seem to like the format, finding it clear-cut and informative, with room for creativity and flexibility. Music time, with Jordan Schiefert on guitar, continues to be an opportunity for children and teachers to gather each week for singing and prayer. In the weeks after Thanksgiving and before Christmas, we worked together to practice music and lines for the Christmas pageant. The children did a wonderful job on December 18th helping the church celebrate Jesus' birth by retelling the Christmas story and leading the congregation in carols.

Kids Club

Kids Club has been continuing to grow in the number of children and volunteers involved. We ran five themed sessions in 2016—three in the spring and two in the fall. Our average weekly numbers grew to around 24 children (a mix of church family members as well as friends and new members) and several adult helpers, including Renee Larsen, Char Zielin, Lu Echelberger, Colleen Kennedy, Terry Harrington, and Jordan Schiefert (Timothy Fellow). Our weekly schedule consists of snacks, story time, crafts, and games—

with a special focus on the Christmas pageant for several weeks after Thanksgiving. Another popular feature that has grown over the last year is a fellowship dinner held each Wednesday night after Kids Club for kids, families, and anyone else who happens to be in the church at that time. Parents express deep appreciation for the opportunity to come and share a meal with their children and each other, seeing it as a break in their week of busy schedules. It is a blessing to have such a committed core of volunteers who are willing to share their time and love with our kids!

Middle School Ministry

In 2016, we began a middle school youth group session in the spring, after the student confirmation session completed at the end of February. Several middle school students gathered after school on Wednesdays each week for games, snacks, and a discussion based on a short video or chosen topic. One of the greatest components to these afternoons was the commitment of several high school students who helped lead the group. Their mentorship set the tone for great conversation and relationship-building. Mentoring and helping younger members is a big part of discipleship, and I am happy to share that we had middle school students helping out at Camp-in-a-Van this summer as well! We hope to continue growing this important ministry in the church among our students. It helps to cultivate a real “family” perspective among all the younger members, with older kids looking out for and supporting younger ones. Another real success this year was the confirmation retreat that kicked off the year for our seventh, eighth, and ninth graders. We rented Eagle Lodge at Clearwater Forest and went up with adult leaders Lisa Becker, Erik Anthonisen, and Caitlyn Nygaard, as well as older youth helpers Paige and Rachel Westra, and Jordan Schiefert (Timothy Fellow). The weekend was absolutely beautiful and full of fellowship and learning. We plan to make it an annual confirmation trip.

Senior High Youth Group

Even with the graduation of some of our senior high school members in spring of 2016, we have had strong and consistent weekly numbers of around 12 youth. When we add the number of youth who come less frequently or attend lock-ins or other events, the number rises to around 20 youth who have been a part of the senior high fellowship this year. During the spring session of youth group, we did video-based discussions using faith stories, music, or short stories that sparked Christian ideas. Games always feature heavily in our Wednesday fellowship time, and it is evident that the members genuinely enjoy being together and feel very much at home at Federated Church. Members bring friends, and some of those friends have become weekly attenders of our group. Some of our highlighted events this past year include: raising money to send school backpacks to refugees in the Middle East, preparing and serving a Syrian dinner as a Wednesday Lenten meal for the church, helping at the community garden, spending time at the MacFarlane’s lake, participating in a blessing scavenger hunt at Christmas, caroling at Village Co-op, lock-ins, and game nights at the Dents. With such talented and busy young people (who have demanding academic, extra-curricular, and work schedules), it is a blessing to find opportunities to spend time together outside of Wednesdays! For the second year in a row, we held an All-Church Senior Brunch to celebrate our graduating seniors. The church family seems to especially enjoy being together with our youth marking this milestone! One additional special event for us this year was the baptism, by immersion, of one of our senior high school members—right in the Ottertail River!

Presbyterian Youth Triennium

One unique opportunity that I was granted during summer 2016, was the chance to serve as an adult leader to the Presbyterian Youth Triennium at Purdue University in Indiana. I rode along with about 50 youth and adults from the Minnesota Valleys Presbytery (on a bus) 20+ hours, and spent a week worshipping, singing, and serving one another. It was an awesome chance to connect with other youth, other Christian Education directors, and youth ministers and see how other churches do youth ministry. I came back renewed and encouraged by what I learned. It also confirmed to me just how deeply Federated Church holds its children and youth close to its heart and invests in this vital ministry!

2016 was a spectacular year of energy, laughter, learning, and fellowship for me and hopefully for all who participate in one or more of the Christian Education programs here at Federated Church. May 2017 bring great blessings as well!

Christian Ed Committee members for 2016: Karen Anderson Dent (DCE), Karen Bush (Chairperson), Kathy Hatling (D&E), Russ Larsen (D&E), Elizabeth Hatling, Maren Hatling, Abigail MacFarlane, Kurt Johnson, Erik Anthonisen, Barb Loomer, Molly Stoddard, and Marian Wasvick.

Submitted by Rev. Karen Anderson, DCE

Fellowship Committee

Kathy Gilbert

The fellowship committee brings the congregation together for fun and fellowship. 2016 was again a busy year. We canceled some of the "old standbys" and added new events. We again held a mystery dinner and it was a great success. We used the profits to purchase new equipment for the kitchen. We held game nights in February, sponsored "Federated nights" at four concerts in the park to support members who were performing, and had dancing lessons in Oct/Nov. We sponsored/helped with special events on five Sundays after the church services — Birthday cake Sunday, Palm Sunday brunch, ice cream social, Rally Day and pie social. When Paul Shol was biking cross country, we held a meet and greet event and invited community members — about 75-100 attended, many were non-members.

The fellowship committee is the fiscal manager for the softball team. Since we had money remaining from last year, we did not have a pancake breakfast fundraiser this year, but will have one in 2017. We wanted to do something to show support for them so had a tailgating party the week of playoffs. Dennis Bowman brought his grill and we had hamburgers, brats and all the fixings. About 20 players and wives attended and about the same number of members. The team had a successful year in 2016 and were one of the better teams in the league. The success of the team was measured by the fun they had during the season!

We manage the service groups and have a day that we deep clean the kitchen. This year we did it at the same time that the rest of the church was cleaned.

The members take turns coordinating events and work as a team to pull the events together. It has been said that we are a fun group. We are always open to new ideas for additional events that will provide opportunities for the church family to get to know each other. If you are interested in helping, let one of us know or just show up at our committee meeting on the second Tuesday each month.

Committee members: Kathy Gilbert (chairperson), Michelle Loomer (D&E member), Carolyn Anderson, Dennis Bowman, Tami Collins, Ingrid Morgan, Sheila Rodning, Matt Solin, LoveEll Hultin and Lynn Oxley.

Submitted by Kathy Gilbert, chairperson

Mission Committee

Mike Shol

Our Mission Initiative this year was to raise money for our Federated Mission Fund. Donations received at the two Worship in the Park services and the annual Mission Dinner, along with a check from our budgeted money exceeded \$3,000. Unlike our local mission fund, which is used to help community members, this money is for use by our own Federated Church family members when someone is in need.

Our budget for 2016 was \$10,000. New recipients this year, above and beyond our "regulars" were the United Way Weekend Backpack Feeding Program which serves about 120 students, and Beginning Experience, which is a faith-based program that helps people dealing with being widowed, separated or divorced (members of our own faith family have been touched by this organization). The donation we sent will allow 10 people from Otter Tail County to attend a weekend program to heal along with others going through similar situations. We were all excited to get on board after listening to reports from those that have been there. How cool is that!

Again this year, each confirmation had the opportunity to designate a nonprofit to receive \$100. This year students chose two Boy Scout troops, Someplace Safe, and the Food Shelf.

It's been a great ride and I have been blessed working for and with great caring people! It's time for a change but I'll only be a phone call away if the new chairperson has any questions.

Committee members: Mike Shol (chairperson), Craig Jorgenson (D&E Rep.), Lu Echelberger, Gerry Hilden, Peg Kalar, Kitt Schara, Carol Bischof, Terry Haas, Marjan Schuetze, and Donna Solin.

Submitted by Mike Shol, Chairperson

Personnel Committee

Stephanie Hoff

The Personnel Committee is tasked with supervising the work and compensation for the church's human resources: the staff. The committee started the year by recommending to D&E that the Rev. Karen Anderson be hired as the Director of Christian Education. Mid-year the committee researched and recommended that the church begin paying the employer's share of the Rev. Douglas Dent's social security (something only recently allowed by the IRS). This appears as a new line item on Pastor Dent's compensation sheet. Later in the year, Personnel completed reviews for church employees, including a comprehensive review for Pastor Dent. Personnel also recommended to D&E the addition of a new position – Coordinator of Children and Family Ministries (CCFM) – to focus on our nursery and elementary age members. We expect to fill that position during the summer of 2017. We also anticipate a search for a Director of Music Ministries in 2017.

Personnel Committee members: Stephanie Hoff (chairperson), Tim Hunt, Renee Larsen, Eunice MacFarlane, and Rebecca Michael

Submitted by Stephanie Hoff

Stewardship Committee

Jim Worner & John MacFarlane

The stewardship committee worked to create an awareness of the theme resulting from the visioning process: Open Hearts. Open Minds. Open Arms. The video created as a result has been viewed by all of us at various times during meetings and worship, and is available on YouTube and on our website. The results show up in the budget, since even with \$10,000 in losses due to deaths and relocations, we were able to meet the target set by our committees. Just as important as the dollars is the involvement of each of our talents in the life of the church. It's a new year, and a new opportunity to serve. The committee all worked hard, and they deserve our thanks.

Stewardship Committee members for 2016: John MacFarlane (co-chairperson), Jim Worner (co-chairperson), Desta Hunt (D&E), Jerry Hendel, Wayne Ronning, Dave Whipple, Bill Kalar, Jona Brown, Grant Davenport, and Pam Phillips.

Submitted by Jim Worner, co-chairperson

Worship Committee

Vivian Whipple

The 2016 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 appreciated their eye for detail with supplying sermon themes, advance notice of church scheduling changes and their knowledge of the church as a whole. Indispensable.

We are each a part of the entire body of our church. Open Hearts. Open Minds. Open Arms.

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 the sound system and all the other activities that go on in our body of the church.

Some highlights during 2016

- The tradition of faith stories during Lenten services continued with stories from Ross Stone, Jim Worner and Karen Anderson about the Syrian refugee crisis, Jordan Schiefert, Peter Konrad, and the House of Hope 2015 team.
- Two worship in the park services, one that included a Blessing of the Animals
- Our congregation joined with Lake Region Healthcare Chaplaincy and other local congregations to provide the Blue Christmas Service for those that struggle to have a merry Christmas. Heather Rundquist shared her story.
- We continue to have a blended service throughout the summer months, and carry that through to the Sunday School year with one worship service Sunday occurring once a month or more.

- Christmas Cantata – the Federated choir and local musicians came together to put on *Go Sing it on the Mountain* by Pepper Choplin on December 3.
- Bill Nead and Jordan Schiefert, along with other volunteers, upgraded of our sound system. Along with a new soundboard, the system can now be controlled from a computer/iPad.
- Pulpit supply during the summer

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

Worship Committee members for 2016: Vivian Whipple (chairperson), Doris Enderson (D&E), Gloria Ronning, Ruth Aulds, Jeanette Haas, Terri Skretvedt, Cindy Spidahl. Staff: Pastor Doug, Carol Andstrom, and Karen Hauck.

Submitted by Vivian Whipple, Chairperson

Senior Choir

Anthems were provided by the Senior Choir during the 11AM service both spring and fall of 2016. The Senior Choir sang for special services on Ash Wednesday and Maundy Thursday, in addition to Christmas Eve and Easter Sunday.

On December 3rd, at 4pm in the afternoon, the choir and a 15-piece orchestra, presented the cantata *Go Sing it on the Mountain* by Pepper Choplin. They were assisted by narrators Stephanie Hoff and Pastor Doug Dent. It was a fun performance, and was well received by the 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

Bell Choir

The Hand bell Choir continues to practice in the Bell room every Wednesday evening from 6:00-7:30pm, September – May. During 2016, the choir played for one worship service most months, usually towards the end of the month. This Christmas, part of the Bell Choir played with the Senior Choir for the 5:00pm Christmas Eve service.

Bells are something young people may enjoy learning to do. If there is a group who want to try it, they can let Doris know and she'll arrange a time to try it out.

We are needing a couple new people to join the adult bell choir. If you or someone you know would like to try it, we would be happy to have you come to rehearsal or give Doris a call.

Submitted by Doris Enderson, Bell 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.

Carolyn Anderson	Erik Anthonisen	Carol Bischof	Karen Bush
Grant Davenport	Lu Echelberger	Kathy Gilbert	Elizabeth Hatling
Kathy Hatling	Jerry Hendel	Cindy Holte	Tim Hunt
Suzy Johnson	Craig Jorgensen	Russ Larsen	Michelle Loomer
Eunice MacFarlane	Jean McKenzie	Ingrid Morgan	Gary Nelson
Jane Nelson	Millie Pearson	Ann Porter	Mark Rodning
Sheila Rodning	Gloria Ronning	Wayne Ronning	Mike Shol
Patty Shol	Bob Stout	Lee Syverson	Greg Truax
Randy Wasvick	Vivian Whipple	Jim Worner	Char Zielin

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.

