



Federated

CHURCH

OPEN HEARTS. OPEN MINDS. OPEN ARMS.

2020 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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I. Opening Prayer

II. Guidelines for a Hybrid Meeting

- Establishing best practices and setting parameters for discussion and voting
- Test Vote: "I like chocolate ice cream." (Yes or No)
- Test Chat: Please send the names of all voting members attending the meeting online.

III. The Call to Order

- Establishing a Quorum (10% of Active Membership or 35 members)
- Adopting the Agenda
- Reviewing minutes from Annual Meeting (1/19/2020)
- Reviewing the vote amending the Federated Church bylaws to permit meetings by electronic means: 131 - Yes, 2 - No. (Recorded in D&E minutes, August 2020)

IV. Pastor's Report

V. Deacons & Elders Report

VI. Nominating Committee Report

- Electing New Officers and Committee Members*
Musical interlude while votes are tallied
- Dismissing 2020 Nominating Committee with our thanks*
Musical interlude while votes are tallied
- Appointing the 2021 Nominating Committee*
Musical interlude while votes are tallied

*Items requiring a congregational vote

VII. Ordination and Installation of New Officers

- We welcome and pray for those called to serve
Musical interlude while votes are tallied

VIII. Committee Reports

IX. Financial Reports

- 2021 Budget
- Pastor's Compensation*
Musical interlude while votes are tallied
- Approval of 2020 Annual Report & 2021 Budget*
Musical interlude while votes are tallied
- Benevolence & Denominational Giving in 2020

X. Adjourn with Prayer

If you need assistance during the meeting, please contact one of our troubleshooters:

Jeremy Jensen

612-760-0512

Voting

Becca Michael

952-412-8406

Tech Support

Anne Weinrich

218-205-1387

Chat Room

Minutes from Annual Meeting of the Congregation 2020

Sunday, January 19, 2020 – Fellowship Hall

Moderator: Rev. Doug Dent

Clerk of Session: Jean Bowman

I. Opening Prayer

1. Quorum was declared (10% of Active Membership or 51 members)
2. **Motion #1:** To approve the amended agenda. Motion carried.
3. We reviewed the minutes of the Annual Meeting of January 20, 2019 (approved by D&E at the meeting February 11, 2019).

II. Dwelling in the Word, 1 Peter 4:10

"Each of you should use whatever gift you have received to serve others, as faithful stewards of God's grace in its various forms." We had conversations at the tables around this scripture and then shared insights as a group.

III. Pastor's Report

A written report was included in the annual report. In October we rolled out our "**FOCUS** on Discipleship" campaign with its accompanying 20 goals for the next 20 months. **Faithful** Worship, **Open-Hearted** Generosity, **Courageous** Mission & Service, **Unconditional** Hospitality, and **Strategic** Faith Development. Doug shared that the House of Hope in Guatemala has changed ownership. The new programming and leadership there does not include visiting missionaries. This means we will not be sending a mission group this spring and will discuss as a congregation about our future international mission work.

IV. Deacons & Elders

1. The written report was included in the annual report.
2. We thanked our outgoing D&E Members: Erik Anthonisen, Linda MacFarlane, Patty Shol, Kathy Truax.
3. Bylaw Change: Current bylaws do not allow for members of the nominating committee to serve more than a one-year term. There are members willing to serve longer. Initial language proposed and discussed: "The five members and two alternates elected by the congregation at the annual meeting will serve one-year terms. No more than three of the members may be eligible for re-election. The maximum number of consecutive years any member may serve is three." **Motion #2** (Fransen) To amend the proposed bylaw above to include "These individuals are not eligible for re-election until one year has expired." Motion carried. **Motion #3** (Lindholm): To change Amendment to say no more than *two* of the members may be eligible for re-election. Motion carried. **Motion #4:** To approve the bylaw change: *The five members and two alternates elected by the congregation at the annual meeting will serve one-year terms. No more than two of the members may be eligible for re-election. The maximum number of consecutive years any member may serve is three, after which these individuals are not eligible for re-election until one year has expired.*

V. **Nominating Committee Report**

Nominations were presented with two spots to fill on the stewardship committee and a vacancy on the board of managers. Thea Fransen volunteered for the stewardship committee. Committees will need to recruit as the year gets underway. The nominating committee included Jake Gustafson, Vivian Whipple, Mary Ann Nead, Tessa Nord, Mark Rodning, and chair Jean Bowman. Alternates were Sheila Rodning and Connie Seltz.

Motion #5: To elect slated officers/committee members as presented by the Nominating Committee with the addition of Thea Fransen to the Stewardship Committee. Motion carried.

**Indicates position needs to be filled*

	<u>Fellowship (5)</u>	<u>Christian Ed & Youth</u>
	Sheila Roding (3 yr)	(3, 3year terms)
	Bonnie Stock (3 yr)	Lisa Becker
<u>D & E (4, 3 yr terms)</u>	Samantha Ebert (3 yr)	Renee Larsen
Jeremy Jensen	Jamie Brause (3 yr)	Tanya Sundberg
Janet Knapp	Jenni Maanum (2 yr)	
Anne Weinrich		<u>Mission (3, 3yr terms)</u>
Char Zielin	<u>Stewardship (3, 3yr Terms)</u>	Sonja Johnson
	Terry Harrington	Colleen Kennedy
<u>Caring Ministry & Outreach (4)</u>	Thea Fransen	Pam Phillips
Mindy Christianson (3 yr)	*	<u>Personnel (2)</u>
Linda Macfarlane (3 yr)		Beth Schlepp (3 yr)
Kathy Zimmerman (2 yr)	<u>Board of Managers (4)</u>	Heather Rundquist (2 yr)
Mary Jones Olson (1 yr)	Steve Lockhart (3 yr)	
	Mark Davenport (3 yr)	<u>Audit Team (3)</u>
<u>Worship (2)</u>	Rick Schara (1 yr)	Jerry Nuss (1 yr)
Kathy Gilbert	Skip Zielin (1 yr)	James Michael (2 yr)
Tessa Nord	*	Larry bethel (3 yr)

Motion: #6: To dismiss the 2019 Nominating Committee with thanks. Motion carried.

Motion #7: To elect the 2020 Nominating Committee (5 members and 2 alternates). Motion carried.

1. Jake Gustafson	<u>Alternates</u>
2. Brenda Iacono	1. Sonja Johnson
3. Tom Rufer	2. Lu Echelberger
4. Jon Fransen	
5. Paul Shol	

VI. **Committee Reports**

Committee reports are included in the annual report. There were no questions.

VII. **Financial Reports**

Treasurer Mark Rodning presented the Statement of Financial Position for the year ended 2019. We are in a very good financial position.

Doug and Mark presented the proposed budget for 2020. This was developed by the budget committee, the board of managers and D&E.

Proposed Budget for 2020	<u>Budget</u>
Total revenues	\$412, 556
Total Expenditures	\$412, 556

Pastor Doug left the room while the pastor's compensation package was reviewed. Mark Rodning presented the pastor's compensation package (below). He offered to answer questions. There were none.

Salary	\$64,676
Housing Allowance	\$13,502
<u>Cash Salary</u>	<u>\$78,178</u>
Medical	\$19,545
Medical (family)	\$1,173
Pension	\$8,600
Death/Disability	\$782
SSI	\$4,948
Books	\$500
Continuing Ed	\$1,000
Mileage	\$750
Total Compensation	\$115,476

Motion #8: To approve pastor compensation package. Motion carried.

Motion #9: To approve the 2020 budget. Motion carried.

Open Forum – Time for Questions and Comments

There were no questions/concerns. Tim Hunt observed that our faith family and its members appear to be in good spiritual health. Desta Hunt commented about the generosity of our members in giving their time and talents to other organizations community wide. Mary Bressler as a new member – would like to know what the committees are and what they do. She suggested including that in the new member orientation packet. A member suggested setting up a way for people to donate money to the church online. Share what people are involved in in the community. Would anyone like to learn to run the sound system? Bill Nead would like to train you in. Hollis Davenport suggested talking with teens about what it means to be a member of the church. Let's keep in mind how to involve them in the work of our church.

Staff Recognition

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

- Clerk of Session: Jean Bowman
- Treasurer: Mark Rodning
- Administration: Adam Baker, Ada Erlandson
- Christian Ed: Karen Anderson, Lilly Makovsky
- Maintenance: Peter Konrad
- Music: Brian Jensen, Molly King
- Pastoral Care: Rebekah Meder
- Pastoral: Doug Dent

Volunteer Recognition

- Database reconciliation assisted by: MaryAnn Nead, Millie Pearson, Terri Skretvedt, Char Zielin, Kathy Gilbert, Kathy Truax, Kathy Zimmerman.
- Tessa Nord organized praise music.
- Bill Nead for leading the sound system, training new users and upgrading our sound and computer System.
- Skip Zielin – for his assistance with things around the church and being willing to try new things.

Motion #10: To adjourn the meeting. Motion carried and meeting was adjourned at 11:55 a.m.

The following motions were made and approved.

Motion #1: To approve the agenda.

Motion #2: To Amend the bylaw to include “These individuals are not eligible for re-election until one year has expired.”

Motion #3: To change amendment to say, “no more than *two* of the members may be eligible for re-election.”

Motion #4: To approve the bylaw change: *The five members and two alternates elected by the congregation at the annual meeting will serve one-year terms. No more than two of the members may be eligible for re-election. The maximum number of consecutive years any member may serve is three. These individuals are not eligible for re-election until one year has expired.*

Motion #5: To elect slated officers/committee.

Motion #6: To dismiss 2019 Nominating Committee with thanks.

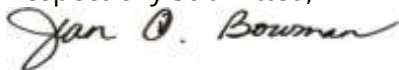
Motion #7: To elect 2020 Nominating Committee (5 members and 2 alternates)

Motion #8: To approve pastor compensation package.

Motion #9: To approve the 2020 budget.

Motion #10: To adjourn the meeting.

Respectfully Submitted,



Jean Bowman
Clerk of Session

God himself has said: "I will never leave you or forsake you." Hebrews 13:5

When the pandemic hit this past spring, the church staff created Burma-shave-type signs for Union and Summit Avenues. Our first sign was a little tongue-in-cheek: "In God we hope but wash with soap!"

We aimed to offer messages of encouragement and hope to our community, and we succeeded beyond our wildest dreams! We continue to provide weekly messages. We even get fan mail with suggestions for messages.

God's word is filled with encouragement and hopeful messages. Perhaps one the most pertinent to our times is this message from God in Hebrews: "I will never leave you or forsake you."

Think about that statement. The God who created the cosmos out of nothing, the God who delivered the Hebrews from slavery, the God who shepherded Israel, the God who came to us in Jesus Christ offering forgiveness and new life – this God cares for you! And God will *never* leave you or forsake you. The God who is beyond space and time will not abandon you, ever!

These are heartening words considering the year we just finished. A worldwide pandemic. A healthcare system stretched thin. Racial injustice. Economic uncertainty. Natural disasters. The refugee crisis. A divisive election. The income gap. Gun violence.

Through all of that, God is faithful. God never abandoned us. God's love for us shone through in the million small acts of kindness, in the kind words shared, in the grace given, and in the myriad new ways we found to stay connected.

I am inspired by you and the things I heard you say and saw you do for one another this year. I am confident that we will emerge from this stronger and more confident in our ability to show God's love to the world.

It is my honor and privilege to serve with you in this community.
May God continue to bless and prosper our efforts.

Blessings,
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) members. 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 2020 members of the Board of Deacons and Elders were:

Member	Class	Committee Assignment
Jean Bowman		Clerk of Session
Steve Weinbar	2021	Board of Managers
John Erickson	2021	Endowment
Jon Steinbrenner	2021	Personnel
Becca Michael	2021	Christian Education & Youth
Amy Donoho	2022	Caring Ministry & Outreach
Kurt Johnson	2022	Fellowship
Wayne Link	2022	Mission
Erika Mariotti	2022	Board of Managers
Janet Knapp	2023	Worship
Jeremy Nelson	2023	Board of Managers
Anne Weinrich	2023	Nominating
Char Zielen	2023	Christian Education & Youth

The following motions were made, seconded, approved or defeated (or tabled)

- To appoint Mark Rodning as treasurer and Jean Bowman as Clerk of Session.
- To accept the resignation of Erika Mariotti (from D&E), due to her relocation from Fergus Falls.
- To award endowments to the following: Habitat for Humanity (\$5,000), Jail Inc. (\$3,600) and equipment for Federated Church – livestream camera and technology accessories (\$1,400).
- To pay \$670 to settle a copyright claim (for alleged misuse of a photo on the web site).
- To accept the resignations of Molly King (March 15) and Ada Erlandson (July 17).
- To post the positions for the director of music ministries, pianist, and administrative assistant.
- To accept funds of \$310 in memoriam of Don Westra to CEVER school in Honduras. To accept \$730 in memoriam of Paul Richter to the choir fund. To donate \$500 to Clearwater Forest Camp for Development Director Training. To accept \$100 in memoriam of Charles Stene.

- To host the Shepherd's Network prayer service, as part of the National Week of Prayer.
- To approve the baptisms of: Makiya Clear Cavalier, Josie Buchfink and Jack Robert Cooper.
- To remove from the roles due to death: Elmer (Al) Dahms, Virginia Adams, Mary Pauline Haukos, David Lundeen, Louetta Hanneman, Paul Richter, Joean Schmidt, Karen Johnson, Gladys Carlson, and Don Westra.
- To welcome into membership the confirmands by profession of faith: Nicolas Flugstad, Dagney Gerhardson, Ava Hastings, Alex Jensen, Chloe Schake, Reno Schierer, Ben Sundberg. Conner Brause was also examined and is a member already; he was confirmed at Western Presbyterian Church.
- To welcome into membership by letter of Transfer: Norma Worden, Barb LaPlante, Al and Barb Dahms, Tom and Kristi Rufer, Cindy Spidahl.
- To remove from rolls Ildi Sundheim who moved to New London, MN.
- Approved 26 motions related to managing, funding, and communicating about worship and outreach during COVID 19. Actions included cancellation of in-person activities, adapting to and providing for online worship (staff, technology, Zoom, licensing, etc.), limiting office hours and providing for remote work options, applying for Paycheck Protection Program, serving as the Food Shelf fiscal host and organizer of volunteers.

Continued the all-member records review to update roles. As part of that process made the following changes per member requests: moved 40 members to affiliate membership and removed 136 members from membership roles.

Submitted by Jean Bowman, Clerk of Session

In June 2021, the Deacons & Elders proposed an addition to the church bylaws allowing for meetings by electronic means. Since COVID-19 restrictions prevented hosting an in-person congregational meeting, the proposed bylaw addition and voting card were mailed to all members. The result of the voting was 131 for the addition and 2 against the addition.

2020 Nominating committee Report

The Nominating Committee of 2020 presents the following slate of candidates for committee positions. We appreciate everyone who stepped up to serve!

DEACONS & ELDERS

Terri Skretvedt	1-year
Mary Bressler	3-year
Chad Nelson	3-year
Kerian Stenstrom	3-year
Jon Fransen*	3-year

FELLOWSHIP

Tami Collins	3-year
Chelsea Cruz	3-year
Hollis Davenport	3-year
Kristi Rufer	3-year

BOARD OF MANAGERS

Glenn Bressler	3-year
Mariah Davenport	3-year
Terry Haas	3-year

MISSION

Jeanette Haas	3-year
Tessa Schierer	3-year
Patty Shol	3-year

CARING MINISTRY & OUTREACH

Barb Becker	3-year
Vivian Whipple	3-year

PERSONNEL

Kristi Hastings	3-year
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CHRISTIAN EDUCATION

Karen Bush	2-Year
Jona Brown	3-year
Rebecca Buchfink	3-year
Molly Stoddard	3-year

STEWARDSHIP

Troy Stenstrom	2-year
Rebecca Michael	3-year
Connie Seltz	3-year
_____	2-year
_____	3-year

ENDOWMENT

John Erickson	3-year
Donna Hendel	3-year
Kathy Truax	1-year

WORSHIP

Ruth Aulds	3-year
Craig Jorgensen	3-year
_____	1-year

AUDIT TASK FORCE

Jerry Nuss	3-year
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**Jon is a member of the Nominating Committee, so must be nominated at the Annual Meeting.*

*Submitted by the 2020 Nominating Committee, Anne Weinrich (chairperson), Jon Fransen, Jake Gustafson
Tom Rufer, Paul Shol*

Endowment Committee

John Erickson

The Federated Church Endowment Fund had a good year in 2020. Investments performed well despite the challenges of COVID-19 and a total of \$10,000 in grants were awarded. The following summarizes the grants awarded in 2020:

1. Habitat for Humanity	\$5,000
2. Jail Inc. - Jail Ministry	\$3,600
3. Federated Church/Live streaming	\$1,400

As of December 2020 the Endowment Fund had a market value of approximately \$518,000 and is invested through Edward Jones under the oversight of Marcus Meder and the Endowment Committee.

Your 2020 Endowment Committee Members: Donna Hendel, Stephanie Hoff, Russ Larsen, Mark Rodning, Rev. Dr. Ed Morgan and Rev. Doug Dent, *Ex Officio*.

Submitted by John Erickson, Chairperson

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 oversight of Federated's finances.

The Board of Managers managed to stay close to assigned budget although some scheduled maintenance and intended equipment replacement was put on hold to fund unanticipated expenses.

Main projects completed in 2020

Covid-19 Precautions: Unanticipated expenses occurred due to the cleaning and sanitizing required during the COVID pandemic. Cleaning routines required some new equipment and supplies for infection control.

Furnace Repair: The computer that runs the boiler was malfunctioning and beyond repair. Replacement was needed.

Kitchen cupboards remodeled: A generous donation from Northern Contours and the Terry Haas family resulted in all the kitchen cupboards being "wrapped" with a product that makes them look brand new. Sadly, we have not yet been able to enjoy the bright, new kitchen due to the Covid-19 plague. Donations funded this project.

Kitchen pantry project: The alcove in the parlor that was not frequently used is being converted into a kitchen pantry. The "Kitchen Ladies" are funding this project. The work is being done by Pete Konrad and volunteers following COVID precautions.

Main door: The weather stains on the main door were removed and the door refinished thanks to Pete Konrad, John MacFarlane, and Gary Nelson.

Parking lot: Eroded areas were repaired; the lot was resealed and restriped.

Technical Updates: Several updates to technology were required to allow streaming of church services as in-person services were shut down due to COVID-19 restrictions. Internet speed had to be increased, some equipment added, and licensing purchased.

Water leaks: The leaking area in the section of the roof over the south part of the balcony was fixed. A fairly large area of roof shingles were removed, a water barrier added, and several areas were caulked, and tuck pointed. The leaking area in the north west corner of the main entrance required some structural repair around the windows. A leak in in the west wall of the nursery was discovered after a heavy rain in August. There was a crack in the cement block foundation and water poured in. Pete Konrad repaired the cracks, corrected the landscaping on that side of the nursery and restored the damaged carpet.

ANTICIPATED NEEDS FOR 2021

1. Straight Line Roofing did an assessment for maintenance needs when they were repairing the balcony roof. They reported the sandstone trim and capstone is disintegrating and in need of tuckpointing, sealing and caulking to prevent future leaks.
2. The stucco on the south side of the building needs to be repaired.

2020 was an upsetting year of dealing with the COVID-19 pandemic. Lockdowns of the church started in March and will continue in various forms into 2021. Board of Managers meetings were held either by email or when allowed, in person with distancing observed. Custodian/Maintenance person, Pete Konrad has continued routine duties as well as many extra projects. He has kept the board informed when needs arise.

We are hopeful we can emerge from this pandemic in 2021 and worship as a church family again soon.

Your 2020 Board of Managers Committee: Matt Beske, Mark Davenport, Donna Hendel, Steve Lockhart, Jane Nelson, Roxanne Nereson, Rick Schara, and Steve Thompson. Two Board members resigned this year due to family needs. One member died unexpectedly. Skip Zielen stepped in mid-year. D & E Representatives were Jeremy Jensen and Steve Wienbar. Pete Konrad, Federated custodian, and maintenance person attended the committee meetings. Mark Rodning, Treasurer attended all meetings to present financial reports.

Submitted by Donna Hendel, Chairperson

Caring Ministry and Outreach

Mary Jones Olson

The goal/objective is to engage members and non-members in our congregation.

2020 Accomplishments:

- Supply Baptism Bags
- Supply welcome bags
- Card Ministry (birthday, encouragement, welcome)
- Contact Potential New Members
- Sunday Name Tags

Thank You:

- To the committee members for inviting visitors to become members
- For handling name tag Sundays (1st Sunday of every month)
- For sending birthday cards
- For being so willing to help when needed
- Thank you to Wednesday School for designing birthday cards

Goals for upcoming year:

- Continue to contact visitors to see if they have questions about Federated Church and if they are interested in becoming new members
- Engage more members in 2021
- Continue sending birthday cards
- Continue with name tag Sunday
- Continue to promote and work on future directory plans

Your 2020 Caring Ministry and Outreach Committee: Melinda Christiansen, Linda MacFarlane, Mary Jones Olson, Kitt Schara, Kathy Zimmerman and D&E Representative: Amy Donoho
Submitted by Mary Jones Olson, Chairperson

2020 was the year of different opportunities. This year we were able to serve and connect with those in our faith family and community in a different capacity. We have learned and continue to learn how to reach our people and connect in new ways. Things or time that we took for granted is something that we long for now. Since March it has been our focus to reach more people—you may wonder how that looks.

1. January, February, and March were “normal” months that had many in person visits, coffee groups at Pioneer Care and the Village Co-Op.
2. With the help of 11 volunteers porch bags (178) have been delivered since March. Porch bags contained items like hand sanitizer, shampoo/conditioner, soap, devotions, Kleenex etc.
3. Meals (258) were delivered to congregation members. It has been fun to see our at home members and those individuals who need a meal and visit for a few quick minutes when dropping off meals.
4. Easter bags (9) were delivered to Pioneer Care and Broen Home.
5. Both Doug Dent and I made visits to our members that were in care facilities when that was possible. Most of those were outside visits. We continue to make calls, send notes/cards, and continue to keep up with our members.
6. Poinsettias (14) were delivered to Broen Home and Pioneer Care.
7. Christmas Dinners (9) were delivered.
8. A wonderful outreach that we continue to do is “Blessing Boxes” for the Cancer Center in Fergus Falls. We are the only ones that take part in this project. A team of nurses and staff put together a list of helpful items to give to those that are receiving treatments. The boxes are packed and carefully wrapped and delivered. This year we filled and delivered 69 boxes.
9. Our Federated Friends group keeps in contact with their friends via calls, Zoom, cards or Skype/Facetime. Because of restrictions this group has not met quarterly, but they continue to reach out to their people and stay connected.
10. The Federated mission fund (\$811) was used as outreach for meals and those in need in our faith family.
11. The Local Mission Fund (\$4,540) was able to help individuals in our community with food vouchers and utility bills. This is a wonderful outreach that we can offer to our community and those struggling.

Special recognition

- Millie Pearson-Thank you for continuing to share your talent of making prayer shawls and baptismal blankets. They are beautiful and greatly appreciated.
- 11 volunteers that continue to show up and help deliver meals and porch bags.
- I look forward to the day when we can gather, visit, hug, and share a meal or coffee together. But, until then we will continue to stay connected through meals dropped off on the porch, visits via phone or online and prayer. Galatians 6:10 reminds us “so then, as we have opportunity, let us do good to everyone, and especially to those who are of the household of faith”. Blessings to you this new year!

The 2020 year brought both tremendous challenges and unique opportunities for Christian education at Federated Church. Although the programming ended in December very differently from the way it began in January, the goal of providing educational ministry to members and non-members remained the primary focus.

Kidz Club: Our theme for Kidz Club during the “winter session 2020” (January-March) focused on the Fruit of the Spirit. Continuing our learning about the Holy Spirit the 2019-2020 year, we spent time each week studying individual “fruit” that grow when we have the Holy Spirit within us and commit ourselves to becoming disciples of Jesus. We were just up to the final week in that session when we ceased programming due to COVID-19. Once we were unable to meet face to face, I began providing weekly learning pages for families that explored Bible stories and issues of faith.

In October we tried in-person Kidz club again, this time with added safety protocols and changes to comply with CDC recommendations. I am happy to report that we had a consistent average of 10-12 children attending each week. It could not have happened without our volunteers: Char Zielin, Karen Bush, Madalyn Dent, and Jonathan Dent. Our theme this fall, and year focuses on the character of God. Each week we learn a different attribute of God (i.e.-Loving, Just, Trustworthy, Provider, etc.) through Bible stories, we have a related craft or activity, and some gym time. It was so great to be together again! When programming stopped in late November, I provided learning and activity pages for Kidz Club. Focusing on the story of Jesus’ birth.

Vacation Bible School: With the challenges presented by COVID-19 this year, we were unable to host in-person Vacation Bible School. Rather than accept that we would not be able to do anything, we developed “Camp -In-A-Bag” in which we provided learning pages and activities for a family to do over the course of five days, at their own convenience. We studied stories of people in the Bible who remained faithful to God even during great personal struggles.

We distributed, nearly 70 bags. Federated kids, grandchildren of members, and children from the community benefitted from this program.

Sunday School: The children’s Sunday school started off in January continuing with the yearlong focus on the Holy Spirit. We met each week as a large group to learn music with Brian Jensen and share prayer concerns with one another, and then broke off into our individual classes to learn God’s word together. Teachers included: Steve and Carri Thompson with our Pre-K children and parents; Madalyn Dent and Jona Brown with our K-1st graders; Sammy Ebert, Ashlyn Eckhoff, and Shelby Eckhoff with our 2nd-4th graders; and Karen Bush teaching our 5th and 6th graders. In mid-March this ceased as we began what became the first of several changes in our regular ministry routine. The youth (7th-12th grade students) Sunday school with Hollis Davenport met in the narthex each Sunday until the mid-March pause as well. Our adult Sunday school studied world religious through the lens of Christianity, taught by Karen Dent.

Once in-person programming ceased in the spring, I began writing learning pages two times a week for children and adults, attempting to provide continuation in Christian education for families to do at home. Each set of learning pages had a Bible story, a corresponding devotion, suggested crafts, or activities and occasionally links to YouTube or other online sources.

At the beginning of October, we once again began our Sunday school classes, with a 100% return of our teachers and a consistent group of children and youth for every class. We averaged 4 children or youth per class per week, which was incredible and a real gift from God! We are so blessed to have such dedicated teacher volunteers to teach our kids here at Federated! Sunday school continued until late November when programming ceased again. I began writing learning pages for families to utilize which featured Bible stories and/or faith related themes, mainly focusing on the story of Jesus' birth.

Middle School: Confirmation classes for 7th, 8th, and 9th grade students ended in February, and middle school youth group began after that, only to cease with the shutdown of activities. As a means of continuing fellowship, we held Zoom youth. Each week we did check-in's, games, and some sort of learning/devotion. It was a wonderful outlet for everyone as our routines had so drastically changed. Over the summer we gathered a few times in person for outdoor activities. This fall we started up confirmation again, this time over Zoom due to the change in school and transportation schedules. Because our youth receive bus transportation to get to church on Wednesdays and no in-school classes on Wednesdays, there was no way to get everyone here for in-person confirmation. We adapted confirmation to a Zoom format and met with the youth each week mid-day before Kidz Club.

With the uncertainty of plans and concerns for health and safety, we were unable to hold our annual confirmation retreat this fall. Although we hoped to do a retreat this January, the situation with the virus and difficulty to ensure safety this retreat was also cancelled. We look forward to gathering for this special event again next September! We may consider a new winter themed retreat for coming years due to youth interest.

High School: High school youth group met from January through mid-March each week, with faith related themes, Bible study, fellowship, and games. Once we stopped in-church programming the youth began meeting each week over Zoom. It was a valuable time to connect with and support one another at such an extraordinary time. We had check-in's, games, and study/fellowship time. Over the summer we had occasional outdoor gatherings (kayaking, game night, air soft, swimming) and kept in touch by texting. Beginning in the fall, I began taking small groups of youth out to eat for a weekday lunch.

In October we began meeting in-person at our traditional Wednesday night time. It was SO AWESOME to be together again after such a long time! We did Bible study/faith related talks each week as well as games. One week we put together more Boxes of Blessings, and another week we had a bonfire at Molly Stoddard's home. When activities ceased again in late November the group attempted to meet over Zoom, but we prefer meeting in-person. One Friday in mid-December

several youth got together (at the suggestion of Ruth Aulds! Thank you, Ruth!) to sing Christmas carols for others. It was a cold night, but we persevered for an hour and a half at various locations, including the home of Jim Worner, who had been their confirmation teacher. Right before Christmas, over twenty Federated high school and middle school youth met up to skate at Lake Alice one evening. We so enjoyed being able to see one another again! The best thing about this fall is that we added new people to our group. It is always great to see youth group members use word of mouth to bring in friends to our gatherings.

Women's Bible Study: Our Tuesday women's Bible study has continued to meet consistently all year, first in-person and now by Zoom. We finished out our study of the book of Acts this spring, followed by the epistle to the Romans, and this fall we went through the book of Daniel. Each week we not only study God's word together, but we also spent time in valuable fellowship and prayer - much needed at this time of spatial distancing. It is truly a blessing to gather, even if only in a "virtual group!" After a short break over the Christmas holiday, we will begin a new study again in January.

Overall, despite the challenges of 2020, Christian Education and youth ministry thrived at Federated Church!

Your 2020 Christian Education and Youth Committee: Karen Anderson, Lisa Becker, Karen Bush, Lu Echelberger, Jeanette Haas, Jill Iverson, Renee Larsen, Amber Makovsky, Molly Stoddard, and Tanya Sundberg

Submitted by Karen Anderson-Dent, directory of Christian Education

Personal Committee Jon Steinbrenner

The Personnel Committee supervises the work and compensation of our church's staff. During this pandemic year we saw adjustments to our staff and the expansion of responsibilities to existing personnel. We saw continued commitment and dedication to the roles of Bookkeeper by Adam Baker, Administrative Assistant by Ada Erlandson, Director of Music Ministries by Brian Jensen, Maintenance by Peter Konrad, Pastoral Care by Rebekah Meder, and Christian Education by Karen Anderson. Molly King resigned as the church accompanist (March) and Ada Erlandson resigned as Administrative Assistant (July), and very sadly, Brian Jensen passed away (June). Our church is grateful for the quality of work provided by these professionals and we look forward to the work they are able to do throughout the upcoming year.

Personnel Committee members: Kristi Hastings, Heather Rundquist, Beth Schlepp and D&E Representative: Jon Steinbrenner

Fellowship Committee

Dennis Bowman

The Fellowship Committee organizes social events to provide opportunities for the congregation to build community.

Highlights of 2020:

- Chili Cook-off (January 2020) Several dozen members (and families) stayed after church and enjoyed crockpots of chili provided by participating chefs.
- Birthday Cake Sunday (February 2020) Most of the congregation gathered in Fellowship Hall after church service to enjoy a delicious slice of birthday cake. Compliments of over a dozen amateur chefs from the Federated Church membership.
- COVID-19 (March 2020) Such a bummer deal that we were unable to host larger indoor events from March until the end of the year.
- Ice cream Social (March 2020) Ice Cream was served outside after church service on a hot windy June Sunday.
- Congregation Picnic (July 2020) After an outdoor service in Roosevelt Park, the congregation was served 5 trays of sandwiches, Cole Slaw, and chips. (Catered by Subway)
- Rally Day (September 2020) Even though we had to make it 100% outdoors this year, a large crowd stuck around after the outdoor service to enjoy a picnic lunch. Home-made Pulled Pork sandwiches and beans were served. The people at the tables competed in team-trivia and the younger children enjoyed a scavenger hunt in RTC Park.
- Habitat for Humanity (October 2020) Our committee was asked to help provide a lunch for the workers at the current Habitat project. The extra sandwiches were served to the "at risk" students at the ALC the following Monday during their afternoon break.

Goals for 2021:

- We plan to continue to organize popular events like Rally Day, Birthday Cake Sunday, Ice Cream Social, Pie Social, etc.
- We hope to add "social distance-friendly" events to our agenda this year.
- In general, we expect to continue to take advantage of getting congregation participation by holding most events after Sunday services.

As chairperson of the committee, I would like to thank all the committee members for their roles in coordinating events and doing their share to carry out each event to make sure it was a success. I could not have asked for a better group to work with this year.

Your 2020 Fellowship Committee: Dennis Bowman, Mary Ann Nead, Lovell Hultin, Jenny Maanum, Cheryl Anderton, Matt Solin, Bonnie Stock, Sammy Ebert, Jamie Brause, Sheila Rodning, Dave Nord, Gail Welle and D&E Representative: Kurt Johnson

Submitted by Dennis Bowman, Chairperson

Mission Committee

Jake Gustafson

The Mission Committee chose to focus on “Local Missions” for the year 2020. As the year started things took a tremendous turn that none of us could have foreseen, but it felt good to support those impacted in our own communities. We had an \$8K budget this year and were able to disburse those funds to 14 different recipients.

- In the Spring, we distributed funds to both the Fergus Falls Food Shelf and the Presbyterian Church (USA) for the Tennessee Tornado victims earlier this year. The Minnesota March Food Shelf Match program continues to offer a great option of matching funds that are donated, so our money always goes a little further in the month of March. Big thanks to Mike Shol for speaking to the congregation on this topic once again this year.
- In the Fall, we disbursed the majority of our remaining funds to the following organizations: A Center for the Arts (AC4TA), BIO Girls Fergus Falls, the Clearwater Forest Camp, charities chosen by the five Federated Confirmants, Jail Inc., the Local Mission Fund, MAHUBE-OTWA's Community Action Homelessness program, Otter Cove, the PCUSA (Western US Wildfires), the Salvation Army, the United Way Feeding Backpack Program, and the Young Life Walk With Me Mentorship Program.
- Although we cancel the May Muffins for Mission, we were able to hold the event in August at Kirkbride Park, with the offering going to the 544 Education Foundation to help kids in need at the schools, with correctly sized clothing or seasonal clothing for example. We received multiple thank you notes from the various schools, all very appreciative with sentiments that it would go a long way for many of the students in need.
- In combination with the Fellowship Committee, we were involved with the Federated Habitat for Humanity Build Day in early October. Thanks to everyone who has been able to spend some time at the build sites and/or contribute financially.
- We organized the drivers for Meals by Wheels for 5 two-week rotations in February, May, July, October, and December. Big thanks to Melinda W and Michelle L for doing the calling and an even bigger thanks to all of you who have volunteered to drive and deliver the meals. There were various changes to the normal routes this year, so kudos to everyone for continuing to support this mission.
- Unfortunately, we chose to postpone our mid-November Mission Brunch. This is our annual event that we look forward to throughout the year and we hope to be able to host something in the Spring of 2021 and then get back to the usual cadence in November 2021. Our last event for the year was the Christmas Joy Offering, which again had to be configured a bit differently than normal. Envelopes were sent out in the December Newsletter and details about the offering were included in the electronic notifications for awareness. We hope many of you were able to contribute to that cause as well.

Your 2020 Mission Committee: Carolyn Anderson, Jake Gustafson, Cindy Holte, Sonja Johnson, Peg Kalar, Colleen Kennedy, Michelle Loomer, Pan Phillips, and D&E Representative: Wayne Link
Submitted by Jake Gustafson, Chairperson

*"As each of you has received a gift, use it to serve one another,
as good stewards of God's varied grace." 1 Peter 4:10*

We started the year 2020 with a FOCUS on discipleship.

- F** Faithful Worship
- O** Open-Hearted Generosity
- C** Courageous Mission & Service
- U** Unconditional Hospitality
- S** Strategic Faith Development

We set some ambitious goals in each of these areas and encouraged members to focus on how they could help us reach the goals. Although COVID-19 interrupted many of our plans, we still achieved some impressive results this year.

Faithful Worship: 6 new worship opportunities; 49 online worship services; 9 worship services in Kirkbride Park; 31% increase in worship attendance (1st quarter); 4 new musicians with praise team

Open-Hearted Generosity: 19 new pledges; 49 increased pledges; \$13,325 increase in pledged giving; \$43,591.95 in benevolence giving (budget + congregant giving)

Courageous Mission & Service: 18 participants at Habitat-4-Humanity workdays; 10 weeks delivering for Meals-by-Wheels; 18 youth packed Boxes of Blessings; 13 youth helped deliver for Meal-by-Wheels; 69 Boxes of Blessings packed and delivered to cancer center

Unconditional Hospitality: 21 new members, 3 inactive members re-engaging, 694 people attended 8 fellowship events (December 2019 – March 2020)

Strategic Faith Development: 4 new kids at Sunday School; 7 new kids at Kidz Club; 26 youth in confirmation; 12 senior highs at weekly youth group; 18 youth at lock-in; 15 participants in "Breathing with God" spiritual gifts development course

We are grateful for the continued support of Federated Church's mission and ministries. We anticipate great things again in 2021!

Your 2020 Stewardship Committee: Carri Thompson (chairperson), Grant Davenport, Vaughn Ebbighausen, Thea Fransen, Bill Kalar, Russ Larsen, Millie Pearson, Mike Shol, Greg Truax
Submitted by Pastor Douglas Dent

Worship Committee

Ruth Aulds

The Worship/Music team is in charge with the task of assisting the pastor and staff in planning worship services using the talents of the congregation and resources of the church. The work of the team was guided by Pastor Dent and assisted by Ada Erlandson, Brianna Schneeberger, Bill Nead, and Vivian Whipple by lending their technical expertise and experience. Finally, the work of the team would not be successful without the continued support and contribution of the congregation through providing their time and talents in the conduct of the weekly and seasonal worship services.

Submitted by Ruth Aulds, Chairperson

We remember, with grateful hearts, **Brian Jensen** (1968-2020) and his work as our Director of Music Ministries these past two years.

We give thanks, too, for the many people who stepped in to assist us as we transitioned to online worship this year:

- **Bill Nead** who researched the equipment and copyright needs for online worship, who created our online presence, and who generously provides audio-visual support for our weekly services.
- **Vivian Whipple** who weekly leads the praise team, supports our worship with lively piano music, and works to ensure a comprehensive worship experience.
- **Gloria Ronning** who provides grace-filled music which enhances our worship.
- **Mary Ann Nead** who operates the power point for worship and who supports Bill in his work.
- **Karen Hauck** who helped organize the praise team and who led rehearsals during the Easter season.
- **Susan Clambey** who played the organ for worship, and who offered her original compositions to lift our spirits.
- **The Praise Team** members who offer their voices to the praise of God: Karen Anderson, Ruth Aulds, Hollis Davenport, Cindy Holte, Craig Jorgensen, Sondra Lee, Michelle Loomer, Tessa Nord, and Paul Shol,

It is a tremendous blessing to worship together, even as we stay safely apart. As an unexpected blessing, we are now reaching more people with our worship services: our at-home members locally as well as friends in California, Maine, North Dakota, Pennsylvania, Texas, Virginia, and globally in Guatemala and Canada!

Your 2020 Worship Committee: Ruth Aulds, Kathy Gilbert, Craig Jorgensen, Ingrid Morgan, Tessa Nord, Bev Richter.

Submitted by Pastor Doug Dent

With Grateful Appreciation...

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

John Erickson	Karen Bush	Michelle Loomer	Anne Weinrich
Becca Michael	Molly Stoddard	Russ Larsen	Ruth Aulds
Jon Steinbrenner	Jeanette Haas	Mike Shol	Craig Jorgensen
Steve Wienbar	Cheryl Anderton	Carri Thompson	Jerry Nuss
Rick Schara	Mary Ann Nead	Kristi Hastings	Ed Morgan
Steve Thompson	Gail Welle	Jon Fransen	Donna Hendel
Skip Zielin	LovELL Hultin	Brenda Iacono	John Erickson
Barb Becker	Carolyn Anderson	Tom Rufer	Lu Echelberger
Mary Jones Olson	Jake Gustafson	Paul Shol	Sonja Johnson

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 our volunteers throughout the year. Every job is appreciated! We have had help with labeling envelopes, assembling the newsletter, carpentry & woodworking, decorating, knitting, cooking, baking, serving, cleaning, chaperoning, delivering meals & home visits. We are thankful for our Sunday school teachers and Kidz club volunteers. 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 work 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.



Thank
You