

The Federated Church

2014 Annual Report



2014 Mission Initiative: House of Hope

TABLE OF CONTENTS

Agenda	3
Minutes from Annual Meeting (1/26/2014)	4
Report of the Pastor	6
Deacons & Elders	7
Nominating Committee	9
Board of Managers	10
Caring Ministry and Outreach	11
Parish Nursing	11
Stephen Ministry	12
Christian Education and Youth Committee	13
Fellowship Committee	15
Mission Committee	15
Personnel Committee	16
Stewardship Committee	17
Scholarship Committee	18
Worship and Music Committee	18
Handbell Choir	19
Senior Choir	19
Grateful Appreciation	20

Annual Meeting Agenda

I. Opening Prayer

- Establishing a Quorum (10% of Active Membership or 50 members)
- Adopt the Agenda*
- Minutes from Annual Meeting (1/27/2014)

II. Deacons & Elders

III. Nominating Committee Report

- Election of New Officers and committee members*
- Dismiss 2014 Nominating Committee with thanks*
- Elect 2015 Nominating Committee*

IV. Mission Committee

- 2014 Mission Initiative raised \$6,270 for school fees at House of Hope, Zacapa, Guatemala

V. Financial Reports

- 2014 Charitable Giving Report
- 2015 Budget
- Pastor's compensation*

VI. Staff Recognition

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

VII. Special Recognitions

VIII. Adjourn with Prayer

*Actions Items

Minutes from Annual Meeting 2014

Sunday, January 26, 2014 – Fellowship Hall
Annual Meeting of the Congregation

MODERATOR: Rev. Doug Dent
CLERK OF SESSION Pro Tem: Jean Bowman

Quorum declared. Pastor Doug Dent opened the meeting with prayer at 12:17 p.m.
To appoint Jean Bowman Clerk Pro Tem. **Motion #1**

To approve the agenda with correction and addition. **Motion #2**

The minutes of the Annual Meeting of January 27, 2013 were presented (approved by D&E in February 2013).
Information item.

Entertained questions regarding committee reports – none.

Nominating Committee: (addition to report) Russ Larsen and Michelle Loomer nominated to D&E. **Motion #3**

Called for additional nominees three times. None. Motion to close nomination. **Motion #4**

To elect slated officers/committee members as presented by the Nominating Committee. **Motion #5**

To dismiss the 2013 nominating committee with thanks. **Motion #6**

Elect nominating committee for 2014. **Motion #7**

1. Marianne Stone
2. Jean Bowman
3. Karen Hauck
4. Cindy Dean
5. Mike Shol

Alternates:

1. Kathy Hatling
2. Kathy Zimmerman

Mission Initiative for 2014 – House of Hope, Zacapa, Guatemala

Financial Reports

Kathy Truax *prepared* reports but was unable to attend due to weather. Financial reports *presented* by Reverend Doug Dent.

2013 Benevolences (Charitable Giving) report was reviewed in the amount of \$58,910.09.

Proposed Budget for 2014	<u>Budget</u>
Total Revenues	\$343,085
Total Expenditures	\$343,085

Pastor Doug was excused while the Pastor's compensation package was reviewed. Rev. Ed Morgan presented the pastor's compensation package. Motion made to approve the 2014 compensation for the Rev. Douglas Dent as presented. **Motion #8**

Salary	\$61,876
Housing Allowance	9,600
Cash Salary	71,476
Medical	16,440
Pension	7,862
Death/Disability	715
Books	500
Continuing Education	1,000
Mileage	750
Total Compensation	\$98,743

Other Benefits: 4 weeks paid vacation, 5 sick days (may accrue), 2 weeks continuing education time, 3 months sabbatical after five years of service (2018).

Deacons and Elders recognized the Clerk and Treasurer with gift certificates. Pam agrees to serve as Clerk in 2014. Kathy Truax will resign as Treasurer. If you have suggestions for a volunteer treasurer, let Pastor Doug know. Also, bookkeeper Nadine will retire within six months.

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

To accept the 2013 Annual Report (including 2014 budget) as presented. **Motion #9**

The meeting was adjourned with prayer at 1 p.m.

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

Motion 1. To appoint Jean Bowman Clerk Pro Tem

Motion 2. To approve the agenda with correction and addition.

Motion 3. To add to the nominations elect Russ Larsen and Michelle Loomer to slate of officers

Motion 4. Motion to close nomination.

Motion 5. To elect slated officers/committee members as presented by the Nominating Committee

Motion 6. To dismiss the 2013 nominating committee with thanks

Motion 7. Elect nominating committee for 2014:

1. Marianne Stone
2. Jean Bowman
3. Karen Hauk
4. Cindy Dean
5. Mike Shol

Alternates:

1. Kathy Hatling
2. Kathy Zimmerman

Motion 8. To approve the 2014 compensation for the Rev. Douglas Dent as presented.

Motion 9. To accept the 2013 Annual Report (including 2014 budget) as presented.

Respectfully Submitted,
Jean Bowman

***See I am doing a new thing! Now it springs up: do you not perceive it?
I am making a way in the wilderness, streams in the desert.***

Isaiah 43:19

A '**Sea-change**', according to the Oxford English Dictionary, means "a change wrought by the sea." The term originally appears in William Shakespeare's *The Tempest* in a song sung by a supernatural spirit, Ariel, to Ferdinand, a prince of Naples, after Ferdinand's father's apparent death by drowning:

*Full fathom five thy father lies,
Of his bones are coral made,
Those are pearls that were his eyes,
Nothing of him that doth fade,*

*But doth suffer a sea-change,
into something rich and strange,
Sea-nymphs hourly ring his knell,
Ding-dong.
Hark! now I hear them, ding-dong, bell."*

The term sea-change is therefore often used to mean a metamorphosis or alteration. 2015 feels like the year of the sea-change for The Federated Church. Call it a premonition. Call it a hunch. Call it a pastor's intuition. But whatever you call it, I believe we are in for a sea-change this year.

I say this because we are already facing some significant changes. Doug Snaza's departure as our Director of Christian Education. A conversation among the Deacons and Elders about the long-term staffing needs of our congregation and its ministries. My application to begin doctoral studies at Luther Seminary in the area of Congregational Mission and Leadership. And we're only in the first month of the new year! But not all sea-changes are bad sea-changes. Difficult? Yes. Uncomfortable? Probably. Challenging? Absolutely! But it is through the struggle that we grow and are transformed.

The prophet Isaiah wrote that God is 'doing a new thing.' We may not know what it is. We may not see the result. We may not understand our role in it, but God has a plan. God is constantly doing new things in and through us; sometimes we just have to step back and let God direct things. We're not expected to know what God knows, or to see the finish line, or even to understand our part in the larger company of players; we are called to be faithful and to try as God gives us the ability.

From Catherine Marshall, the author and wife of Pastor Peter Marshall, I learned about a new form of prayer: the prayer of relinquishment. After a yearlong illness, Marshall stopped praying for God to heal her, and relinquished her will to God's. She asked God to show her God's will for her life, bed-bound or otherwise. This prayer of relinquishment brought her peace of mind and also healing for her body. She attributes it to getting her self-will out of the way, so God could work God's will in her life.

I challenge us all to get our self-will out of the way, to relinquish the fear and anxiety, and to let God work God's will for us this year, whatever may come. God, who is Lord of the Sea, will work the sea-change that is best for us, in God's own time, and in God's own way. Something new and wonderful is about to happen! Do you not perceive it? May God grant us grace and wisdom and peace for the sea-changes ahead!

Pastor Doug Dent

Board of Deacons and Elders

Pam Phillips, 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 2014 serving members of the Board of Deacons and Elders were:

<u>Member</u>	<u>Class</u>	<u>Committee Assignment:</u>
Pam Phillips		Clerk of Session
Terri Skretvedt	2015	Board of Managers
John Erickson	2015	Scholarship
Ross Stone	2015	Fellowship
Elizabeth Nelson	2015	Christian Education and Youth
Mark Rodning	2016	Personnel
Marian Wasvick	2016	Worship and Music
Jim Knapp	2016	Stewardship
Rick Schara	2016	Nominating
Russ Larson	2017	Board of Managers
Michelle Loomer	2017	Mission
Eunice MacFarlane	2017	Caring Ministry and Outreach
Craig Jorgenson	2017	Pastor-Parish Relations

Notable actions in order of action:

1. To approve the 2014 Budget as presented and to create an Equipment Fund with the \$5,778.46 income-over-expenditures from 2013.
2. To designate the Christmas Eve (5PM) offering to the House of Hope food ministry.
3. To allocate the \$1,000 from SunMart to the Local Mission Fund.
4. To allocate the \$400 donation from a congregant to the Federated Mission Fund for the purpose of supporting the cancer patients in our congregation.
5. To approve the Mission Initiative for 2014 to go to the House of Hope in Guatemala.
6. To accept donations for a congregant's medical expenses through the Federated Mission Fund.
7. To authorize the purchase of a Kawai grand piano and dolly for \$12,908 from Schmidt Music, using memorial funds to cover the purchase.
8. To approve The Federated Church Camp Scholarship policy as recommended by the Christian Education and Youth Committee.
9. To purchase a restaurant gift card to thank an office volunteer for helping in the church office during Elizabeth Hatling's vacation.
10. To permit Pastor Doug to attend one of the UCC Power and Boundary Awareness Training conferences and to cover the expenses (registration, fuel, food, lodging) up to \$300.
11. To honor Blanche Arneson on her 100th Birthday during the May 25th or June 1st worship service (date to be chosen by family).
12. To appoint Mark Rodning as the Treasurer for The Federated Church effective immediately.
13. To adopt the Return to Work Policy and move to include it in the Employee Handbook.

14. To approve asking Rick Carus to be the speaker and facilitator on October 19, 2014 for Consecration Sunday.
15. To invite Brian Bopp to preach and allow him to take a good will offering to support 'Food for the Hungry' on Sunday, August 3, 2014.
16. Appointed Elizabeth Hatling as Wedding Coordinator for The Federated Church.
17. Approved hosting a benefit concert for Carol Andstrom on Sunday, September 21, 2014 at 3:00 PM.
18. To approve baptism of Treyton James Gilbert (b. 2-26-14) on Sunday, October 5, 2014.
19. To hire Adam Baker as the bookkeeper, effective September 11, 2014.
20. To approve the new Media Release 'Opt Out' form.
21. To accept with gratitude the Charlie Beck print "Trinity" from Linda Wolfe in memory of her daughter, Andrea Wolfe Nelson.
22. To approve Pastor Dent's request to begin doctoral studies at Luther Seminary, St. Paul, MN in 2015 and pay the application fee in the amount of \$400.00.
23. To adopt the Presbytery of MN Valleys request that employing organizations (The Federated Church) pay full healthcare dues for minister members and their dependents.
24. To honor Bev Richter (Stephen Ministry) and Gloria Ronning (Parish Nurse) for their work with Stephen Ministry and Parish Nursing.
25. To approve hosting a Blue Christmas service on Sunday, December 21, 2014 followed by a supper coordinated by Karen Bush.
26. To accept with gratitude memorial funds of \$150 from Lois Tassler for the Blue Christmas Supper.
27. To recognize Nadine Drevlow, retiring bookkeeper, with a gift card.
28. To accept \$900 of undesigned memorial funds from Zane Tassler's family to Local Mission Fund.
29. To match Mission Committees \$1500 to be used for food drop in 2015.
30. To appoint Connie Seltz as voting commissioner to the Presbytery of MN Valleys meeting on Saturday, October 25, 2014 in Willmar, MN.
31. Appoint to the budget subcommittee; John Erickson-one year and Russ Larsen-two year term.
32. To accept the Esser Memorial Gift of \$555 to be placed in the General Fund.
33. To move \$100,000 to a Money Market account at Security State Bank.
34. To approve the hiring of John Gutz for the maintenance position starting November 1, 2014.
35. To add 2 members to the Personnel Committee (6 member Task Force) to review the staffing model and a time line for the Church.
36. To welcome into membership: Dan Anderson, Jaden Brown, Janie Lee, Abby MacFarlane, Paige Westra, Amanda Woessner, Molly King, Karen Bush, Karoline and Jake Gustafson, Tim and Lila Hiedeman, Grant and Mariah Davenport, Alfred Anderson, & Ruth Aulds.
37. Noted with sadness the deaths of: John Hatling, Esther Esser, Zane Tassler, William Lehman, Barbara Johnson, Jim Solin, and Tim Rundquist.
38. To approve the baptism of: Jameson Joshua Eifert, Hunter Michael Misialek, Zoey Helen Conrad, Harrison Jason and Lincoln Daniel Srnsky, Amanda Woessner, Hannah Woessner, Treyton James Gilbert.

Submitted by Pam Phillips, Clerk of Session

Nominating Committee

Rick Schara

The Nominating Committee of 2014 presents the following slate of candidates for committee positions. We appreciated everyone who stepped up and we had many people who were unable to or would want to be considered next year!

We tried to think of committees that fit someone's background or interest. Yet there seemed to be people who volunteered to try something new!

We didn't send out letters this year; rather we tried one-on-one with phone calling and personal contact. Let Rick know what you think - and if you wanted to be on a committee and weren't asked...we'll make it happen somehow!

Deacons & Elders

Nathan Hoff
Desta Hunt
Heather Rundquist
Doris Enderson

Board of Managers

Donna Hendel
Tim Hiedeman
Roxane Nereson

Caring Ministry & Outreach

Karolyn Gustafson
Lila Hiedeman

Christian Ed & Youth

Karen Anderson
Maren Hatling
Kurt Johnson
_____ (2 year)

Fellowship

Dennis Bowman
Tami Collins
Tessa Schierer

Mission

Gerri Hilden
Kitt Schara
_____ (1 year)
_____ (2 year)
_____ (3 year)

Pastor-Parish

Personnel

Stewardship

Millie Pearson (1 year)
Greg Truax (1 year)
Jim Worner (2 year)
John MacFarlane (3 year)
_____ (3 year)
_____ (3 year)

Worship

Ruth Aulds
Jeanette Haas

Thank you to all who have agreed to serve on the various committees and hats off to our committee: Cindy Dean, Karen Hauck, Jean Bowman, Marianne Stone, Mike Shol

Submitted by Rick Schara (D&E Representative)

The Board of Managers is charged with maintaining and updating church property and oversight of financial obligations within the guidelines established by the Board of Deacons and Elders and the congregation. The Board has ten members that are elected by the congregation. 2014 members were Mark Sundberg, Carri Thompson, Randy Wasvick, Jane Nelson, Ann Porter, Peg Kalar, Mary Jones Olson, and Skip Zielin; two positions were vacant. Five additional members are ex-officio: John Gutz, maintenance person; Mark Rodning, treasurer; Terri Skretvedt and Russ Larsen, representatives from the Deacons & Elders; and Pastor Doug Dent.

Projects completed in 2014 included:

Had a Spring Cleanup. Installed new parking control signs. Cleaned out storage rooms/areas throughout the church. Restriped the parking areas.

Replaced four computers, three monitors and a printer. Updated the operating system on the secretary's computer. The church's computer system now has on site and off site back up.

Updated the church web page.

Drilled, secured and caulked the capstone of the main church building and east wing. Caulked between the parking lot and the east wing wall. Corrected rain gutter problems. Overall, tried to keep the rain water "out" of the church.

Installed a new air conditioner in Pastor Doug's Office.

Fixed water damaged walls, installed new energy efficient side lights and painted the Sanctuary.

Made and started two community garden plots.

Entered into a contract to remove the bats.

Made repairs to door frames, replaced damaged locks and a file cabinet after the burglary.

The Board of Managers is grateful for all who volunteered assistance with the above and other efforts and to the church staff for their great work. Four members will complete their three year terms at the annual meeting. They are Carri Thompson, Peg Kalar, Mark Rodning and Terri Skretvedt, one of our D&E representatives. We wish to thank them for their contributions.

During 2015, in addition to our ongoing duties, we plan to repair the entry and Narthex roofs; remove the folding partitions and replace the ceiling in the Fellowship Hall; and replace the sidewalk to the north entry which has been leaking rain water into the gym area.

Submitted by Skip Zielin, Chairperson.

The mission of the Caring Ministry and Outreach Committee is to strengthen the fellowship of the members of the congregation and to reach out to those without a church home, inviting them to join us; coordinate the pastoral ministries (Parish Nursing and Stephen Ministry); and actively promote The Federated Church and its programs in the community.

The Committee assists in providing baskets for relocating members, purchases "The Jesus Storybook Bible" for baptisms, purchases and gives "Comfort crosses" to those in need of comfort, and provides the teen series of Care Notes. The committee also sends birthday greetings to shut-ins. Committee members also have initiated visiting and issuing the "Journeying through Grief" series to appropriate family members who have experienced loss of a loved one.

Committee members contact potential new members inviting them to a new member class.

Name tags are provided at the combined service each month to help everyone get to know fellow church members and visitors.

The committee has initiated discussion for a new church directory for 2015.

2014 committee members: Pastor Doug Dent, Charlotte Zielin (co-chair), Marjan Schuetze (co-chair), Eunice MacFarlane (D & E Rep.) Kathy Hatling, Suzanne Johnson, Marianne Stone, Lee Syverson, Connie Seltz (Parish Nurse), Bev Richter (Stephen Ministry).

Submitted by Char Zielin

Parish Nurse Coordinator

I begin by thanking the wonderful volunteer Parish Nurses, Bonnie Gondrez and Gloria Ronning. Sadly, Gloria is not continuing as a volunteer, but she has provided many years of faithful service and I am grateful. I invite you to give both of them a word of thanks.

Again, my appreciation goes to the congregation for support, encouragement, and most of all, invitations into your lives. I have completed 8 years as the Parish Nursing Coordinator and the work continues to give my life purpose and joy! Here are some highlights from 2014:

1. Health Screenings were offered the first Sunday of each month. Thirteen plus hours of nursing time were spent doing the screenings for anywhere from 6 to 16 people each month. Screenings are also available during home and other visits.
2. Stayed alert to the changing community needs and resources. I appreciate the Caring Ministry and Outreach Committee 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. Comfort Crosses continue to be well received. 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, 2014 was the second 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 many reasons, such as broken relationships, financial distress, grief or loss of any kind. It was again a beautiful service and a good reminder that we do live in a hurting world and these are those we are all called to minister to.
4. Offered personal health counseling and was 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. Made 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.
7. In October, I worked with many from Federated and the community to provide a "Suicide and Depression Information" Event. An Intervention Toolkit was produced and continues to be available for anyone who would like to have a list of mental health resources available in the Fergus Falls community. The Ashley Foundation once again provided many dollars to support the costs associated with the event making it free to the public. A special emphasis this year was youth. A team of teens from the Stephanie Goetz Foundation came to speak to a well-attended "Imagine Thriving" discussion.
8. Coordinated 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. Prayed 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.

Respectfully submitted, Connie Seltz, RN, BA

Stephen Ministry

Stephen Ministers are trained individuals from the congregation who 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 currently has three Stephen Leaders – Pastor Douglas Dent, Charlotte Zielin, and Rebecca Jorgensen.

Beverly Richter chose to retire this year after many years of service and is greatly missed.

We currently have sixteen active Stephen Ministers, the latest being Karen Bush, who was commissioned last March.

At this time, each of our care givers has a care receiver, a goal we have strived for.

We meet at The Federated Church the first Tuesday of every month. Each Stephen Minister gives a brief summary of their visits with their care receivers. We also have continuing education, which sometimes includes guest speakers.

If anyone is interested in learning more about Stephen Ministry, we are always looking for people who are interested in taking the course. Anyone wishing to have a Stephen Minister, please contact one of the leaders.

Submitted by Rebecca Jorgensen

Christian Education and Youth

Doug Snaza

The mission of the Christian Education and Youth Committee is to administer, promote, coordinate, and evaluate the total education program of the congregation and ensure that each person's journey of faith is firmly anchored in the gospel of Jesus Christ and is well sustained and supported by all members of the Federated Church community.

Year-long functions

- Federated Fridays at the food shelf followed by dinner and a conversation with Doug – 2-4 youth at a time each month.
- Youth going on the mission trip met with mentors from the congregation throughout the year and had many good conversations.
- Doug Snaza coaches chess and helps students with math on Tuesday afternoons at the library, reaching out to kids there and inviting them to church functions.
- Senior High youth group every Wednesday. Youth gather and share stories, feelings, joys and concerns about the last week while eating snack, then we play a game together, and focus the rest of the time on a topic or lesson pertaining to the curricula or an immediate relevant concern in their lives shared the previous week.
- Doug Snaza is active on the AmeriCorp Fellowship Committee, helping to ascertain the needs of the school community and how the resources can best be used for our youth.
- Pastor Doug Dent and Doug Snaza met each month with David Anderson or Jim LaDoux for coaching on how to incorporate a Vibrant Faith framework into the life of the congregation.

January

8th – Feb. 26th – Winter Session of Kids Club

5th - Pool Party with 7-12th graders and friends

24th-26th - Several youth went to Snow Camp, a retreat at Clearwater Forest

February

8th – Vibrant Faith Ministry Training event

9th - David Anderson spoke for Vibrant Faith Ministries

17th - Presidents' Day family skiing at Andes

March

9th - Cake Auction
23rd - Open skating with Jr. High youth
28th - Jr. and Sr. High Lock-in

April

20th - Easter Egg Hunt for all ages
26th - Youth helped with the spring cleanup at church
27th - Senior Brunch
30th - Youth Summit at the school put on by the AmeriCorp committee

May

Over \$2,000 in camp scholarships were given
17th - Jr. and Sr. High bowling

June

12th - Grill 'n Games with children and youth at the park
Biking to Dalton on Fridays throughout summer

July

2nd & 3rd - Youth bagged groceries at Service Foods as a fundraiser for the Dec. Guatemala trip
7th- 11th - VBS hosted by youth to raise money for the mission trip. Youth invested in the children and created meaningful relationships with them.
15th - Picked strawberries for pies with youth and went to Battle Lake for Granny's and turtle races
19th - Baked pies with youth and sold them the next day as a fundraiser for the Dec. Guatemala trip

August

13th - Lake day at the Loomers' with junior and senior high youth
21st - Thumper Pond water park with families and youth
29th- 30th - ValleyFair and State Fair with Jr. and Sr. High youth, with an overnight at Valley Community Presbyterian Church

September

13th - Helped set up for the Mud Run
14th - Mud Run for 8 different churches involving families and youth
17th - Nov. 19th - Kids Club Fall session
19th- 21st - Confirmation retreat at Clearwater Forest

October

-Kids Club and Youth Group

November

7th - Lock-in for Jr. and Sr. High youth

December

7th - Advent Workshop
10th & 17th - Pageant rehearsals
21st - Christmas Pageant
17th - Caroling at Village Co-op followed by Christmas Party
25th - Jan. 2nd - Mission Trip to Guatemala with 8 youth

These wouldn't have happened without the ongoing support of volunteers from the congregation. A big thank you to all who have volunteered to help the Christian Education programming.

2014 on-going business

- Increasing the number of volunteers to support our children's and youth programming
- Continuing to partner with Vibrant Faith Ministries throughout the beginning of 2015

- Continuing to involve the congregation in a mentoring role for the youth

2014 Committee members: Karen Anderson (co-chair), Maren Hatling (co-chair), Elizabeth Nelson (D&E), Doug Snaza (Director of Christian Education), Linda MacFarlane, Amy Donoho, Kim Erickson, Tanya Sundberg, Erik Anthonisen, Karen Bush, Molly Stoddard, Molly King.

Submitted by Doug Snaza

Fellowship Committee

Patty Shol

There are so many great words that start with the letter "F", such as Fellowship, Friends, Fun, and of course, Federated Church!

The Fellowship Committee is responsible for many of the events that are held in the Fellowship Hall, such as the Pie Social, or the Birthday Sunday. We are also responsible for maintaining the kitchen for the service groups and overseeing the service groups.

The Fellowship Committee is also responsible for the Softball team. Yeah! Go Team!

We try to have a fun fellowship event every month. We hope you enjoy these events and take the time to get to know your fellow church members. Take this opportunity to get to know someone new. It's surprising how much we all have in common and also how much we all differ.

Thank you to all the members of our committee as they take turns coordinating the various events. Some events require a lot of planning and shopping, etc. We couldn't provide these events without all of you working together as a team.

If any church members have any ideas for events we could organize, please contact a fellowship member and discuss it with them. We are ALWAYS open to new, fun, ideas!!

2014 Committee members: Patty Shol (chair), Ross Stone (D&E Rep.), Tanya Westra (our secretary – thank you!), Carolyn Anderson, Dennis Bowman, Kym Christiansen, Kathy Gilbert, Jeanette Haas, Wayne Link, Ingrid Morgan, Sheila Rodning, Matt Solin, Bonnie Stock.

Submitted by Patty Shol

Mission Committee

Mike Shol

Our mission initiative this year was to raise \$6,200 above and beyond our budgeted money to provide a year of school fees for each of the 19 students attending school at the House of Hope in Zacapa, Guatemala.

Thanks to offerings directed to the mission initiative, various fund raisers and a very successful Mission Dinner we were blessed to reach our goal with room to spare.

Our budget for 2014 was \$12,000. The following donations were voted on and approved:

Global Ministries- \$1000.00

People of Mission- \$1000.00

Local Mission- \$2000.00

FF Food Shelf- \$1,500.00

Someplace Safe- \$500.00	Meals by Wheels- \$1450.00
Matthew House- \$500.00	Jail Ministry- \$500.00
Clearwater Forest- \$500.00	Lakeland Hospice- \$500.
Pilgrim Point- \$500.00	Salvation Army- \$1000.00
Alano Club (in memory of Jim Solin) \$100.00	Productive Alternatives- \$150.00
Tom Gard- \$250.00	Christmas Joy Offering- \$250.00

Scholarships for Jaden Brown, Caitlyn Nygaard and Jordan Schiefert for the mission trip to the House of Hope- \$100.00 each.

Remaining \$500.00 balance was left to help purchase Christmas food baskets for members in need.

Next year's goal is to meet and greet new members, get new ideas, and with God's help make wise decisions on what to do with our gifts.

Footnote- Once again I was blessed to have a fun hard-working group that truly were a joy to work with!

Committee members- Mike Shol (chairperson), Fred Harthen, Joean Schmidt, Robert Stout, Kathy Zimmerman, Jim Solin, Ethel Macheel, Dennis Bergerud, Renee Larsen, and Michelle Loomer (D&E Rep.).

Respectfully submitted- Mike Shol

Personnel Committee

Mark Rodning

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

During 2014 the Personnel Committee:

- Recommended (and D&E hired) Elizabeth Link as Summer Intern.
- Completed exit interview with Lizzy Link at the end of her internship.
- Recommended (and D&E hired) Maren Hatling as Praise Band Director.
- Recommended (and D&E hired) Stay Galasso as Bookkeeper.
- Recommended (and D&E appointed) Roxane Nereson as Funeral Reception Coordinator.
- Recommended (and D&E hired) Erik Vigesaa to provide a one-time training for a group of volunteer soundboard operators.
- Recommended to D&E as of 1/15/2015 to follow Presbytery requirement to pay full health care dues for minister & dependents of 24.5% of salary.
- Received the resignation of Stacy Galasso as bookkeeper.
- Recommended (and D&E hired) Adam Baker as Bookkeeper.

- Reviewed Annual Evaluation with Pastor Doug.
- Reviewed Annual Evaluations of all staff members.
- Recommended (and D&E hired) John Gutz as Church Maintenance Person.
- Reviewed and approved the new Leave of Absence Policy.
- Reviewed and approved a new Return to Work Policy.
- Reviewed and approved a new Background Check Policy.

Committee members: Mark Rodning (Chair and D&E Representative), Terry Harrington, Tim Hunt, Stephanie Hoff
Submitted by Mark Rodning

Stewardship Committee

Millie Pearson

The Stewardship Committee had eight members and the D & E Rep. Our primary focus was generating the necessary funds to support the annual congregational needs which include the work of our committees, missions, staff salaries, building maintenance, etc.

This year's committee decided to be bold and make a major change in regard to our fall campaign. With help and guidance from Pastor Doug, Consecration Sunday was born. The feedback from the congregation was positive and helped us complete a successful campaign.

We challenged our members to consider increasing their pledges, if possible. Thank you all for helping us accomplish our goal. Our total pledged dollars to date are approximately \$324,000, or \$34,000 above last year's final pledged amount. This number will probably go up as final pledges trickle in. It is never too late to fill out a pledge card, so if you have not filled one out yet, please consider doing so by stopping in the office.

Again, a great big THANK YOU to all of you, Federated friends, who helped us exceed our expectations. We so appreciate you who continue to support our congregational needs with your time and dollars. We invest not in ourselves, but rather in God's plan for our future.

2014-15 Stewardship Committee members: Greg Truax and Millie Pearson (Co-chairs); Jerry Hendel; Brian Malchert; Gary Nelson; Duane Rose; Wayne Ronning; Jim Worner; and Jim Knapp (D&E Rep.). Thanks Wayne and Jim W. for helping us out this year. What a great committee to work with!

Submitted by Greg Truax and Millie Pearson, Co-chairs

Scholarship Committee

John Erickson

There were five graduating high school seniors eligible to apply for Federated Church Scholarships in 2014. Each individual eligible was contacted by letter in May and invited to submit a letter of application.

Three letters of application were received and scholarships were awarded to the following 2013 high school graduates:

Cameron Haas, Northwest Technical College, Bemidji, MN
Maren Hatling, MState, Fergus Falls, MN
Mackenzie Schara, University of Minnesota – Morris, Morris, MN

The Scholarship Committee accessed the interest generated by the William and Marjorie Van Dyken Memorial Scholarship Fund along with other contributions to award \$500 scholarships this year. We can all be very proud of and wish the best for these young people as they take the next big step in each of their lives.

Committee members: John Erickson, Erik Anthonisen, Ann Porter

Worship Committee

Vivian Whipple

The 2014 worship team had the responsibility of staffing and supervising the worship opportunities of the Federated Church. The team appreciated Pastor Doug's sermon schedules and ideas to help enhance the sermons and other things they needed help with.

Many people 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, greeting before services, ushering during services, setting up and serving communion, keeping candles filled and running sound. We are a community that works well together.

Some highlights during 2014:

- The tradition of faith stories during Lenten services continued with stories from Molly King, Cindy Holte, Karen Bush, Maren Hatling and Ingrid Morgan. The Federated Men's Club provided delicious meals.
- A musical benefit concert was given for Carol Andstrom to help with expenses from an automobile accident.
- Our congregation joined with Lake Region Healthcare Chaplaincy and other local congregations to provide the 2nd annual Blue Christmas Service for those that struggle with the holidays.
- We had a blended service once a month with one worship service at 10AM.
- Josue Pineda and family visited from the House of Hope in Zacapa, Guatemala and spoke during the morning worship services.
- A Gluten-free choice was added to communion.

This past summer we were honored to have our own Elizabeth Link as a summer intern. Her main responsibilities were summer activities for the youth, assisting in pastoral visits, and singing with the praise band.

Pulpit supply during the summer included a dramatized story of Joseph by Pastor Brian Bopp, a selection of songs performed by Men of Note, and a sermon given by Elizabeth Link.

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

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

Respectfully submitted,
Vivian Whipple

Handbell Choir

We are very happy to be able to have a Bell Choir at The Federated Church. It is not only a fun and exciting way to meet new people who come to our church, but to get better acquainted with people who may be trying out their musical talent for the first time. We all enjoy the time we have together which is for an hour and a half on Wednesday evenings from 6PM – 7:30PM. We would train on the job if you wish or have some individual lessons with the bells and chimes, if you prefer. We always enjoy having new players join us.

Please call Doris Enderson (770-4692) or the church office if you wish to try sometime. I'm sure you would enjoy the lovely bells we are so happy to be able to share!

Submitted by Doris Enderson

Senior Choir

Anthems for the Sunday morning services were provided by the Federated Choir during the spring and fall seasons of 2013-2014. Many soloists and instrumentalists also shared their talents during the blended summer services.

We embarked on a joint venture with First Lutheran Church during the year 2014-15. The Bremer Bank Foundation provided us with a Composer-In-Residence, Jon Strommen Campbell from Fargo, ND. He composed 6 pieces, 2 of which were performed jointly on October 18, 2014 in both churches. Two others were written for First Lutheran and two for The Federated Church. We will perform our selections early in 2015.

The summer provided an opportunity to present three concerts to celebrate the purchase of our new Kawai grand piano. The headliners were Dave Stoddard, Lori Ronning, & Carol Andstrom. Talented musicians from the congregation completed the recitals. It was very well received and appreciated.

A benefit concert was also given for Carol Andstrom in the fall. Outstanding local artists contributed their talents, and the money assisted Carol with expenses from an automobile accident earlier in the year.

We did not have a "Ring and Sing" Christmas concert this year, but a solo by Ross Stone and an octet provided the music for the 5:00 Christmas Eve service. Elizabeth Link provided the special music for the 11:00 Christmas Eve service.

We are so blessed with wonderful, talented musicians who give so generously of their time and enthusiasm.

Submitted by Karen Hauck

With Grateful Appreciation...

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

Karen Anderson	Erik Anthonisen	Dennis Bowman	Jean Bowman
Mariah Davenport	Cindy Dean	Amy Donoho	John Erickson
Jeannette Haas	Terry Harrington	Fred Harthen	Elizabeth Hatling
Maren Hatling	Karen Hauck	Jen Jensen	Karen Johnson
Peg Kalar	Renee Larsen	Linda MacFarlane	Ingrid Morgan
Ann Nelson	Elizabeth Nelson	Gary Nelson	Jerry Nuss
Millie Pearson	Mark Rodning	Rick Schara	Jo Schmidt
Marjan Schuetze	Mike Shol	Terri Skretvedt	Marianne Stone
Ross Stone	Carri Thompson	Greg Truax	Randy Wasvick
Tanya Westra	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, fixing carpet, re-arranging Sunday school rooms, carpentry & woodworking, painting, fixing walls, wiring, photography, snow shoveling, installing software, decorating, sewing, making banners, hanging banners, knitting, gardening, installing watering systems, 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.

