



Federated

CHURCH

OPEN HEARTS. OPEN MINDS. OPEN ARMS.

2018 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.

Table of Contents

Agenda	4
Minutes from Annual Meeting (1/28/2018)	5
Report of the Pastor	9
Deacons & Elders	10
Nominating Committee	12
Endowment Committee	13
Board of Managers	14
Caring Ministry and Outreach	15
Pastoral Care	15
Stephen Ministry	16
Christian Education and Youth Committee	17
Fellowship Committee	20
Mission Committee	21
Personnel Committee	22
Stewardship Committee	22
Worship and Music Committee	23
Senior Choir	23
Bell Choir	23
Grateful Appreciation	24

Annual Meeting Agenda

I. Opening Prayer

- Establishing a Quorum (10% of Active Membership or 55 members)
- Adopt the Agenda
- Minutes from Annual Meeting (1/28/2018)

II. Dwelling in the Word: Jeremiah 29:4-7

⁴This is what the LORD Almighty, the God of Israel, says to all those I carried into exile from Jerusalem to Babylon: ⁵“Build houses and settle down; plant gardens and eat what they produce. ⁶Marry and have sons and daughters; find wives for your sons and give your daughters in marriage, so that they too may have sons and daughters. Increase in number there; do not decrease. ⁷Also, seek the peace and prosperity of the city to which I have carried you into exile. Pray to the LORD for it, because if it prospers, you too will prosper.”

III. Pastor’s Report

IV. Deacons & Elders

V. Nominating Committee Report

- Election of New Officers and committee members
- Dismiss 2018 Nominating Committee with thanks
- Elect 2019 Nominating Committee

VI. Ordination and Installation of New Officers

VII. Committee Reports

VIII. Financial Reports

- 2019 Budget
- Pastor’s Compensation
- By the Numbers

IX. Open Forum – Time for questions and discussions

X. Staff Recognition

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

XI. Honoring Retirees

- Doris Enderson
- Karen Hauck
- Gloria Ronning
- Connie Seltz

XII. Adjourn with Prayer

Minutes from Annual Meeting of the Congregation 2018

Sunday, January 28, 2018 – Fellowship Hall

Moderator: Rev. Doug Dent

Clerk of Session: Jean Bowman

Quorum was declared. Pastor Doug Dent opened the meeting with prayer at 10:45 a.m.

Motion #1: To approve the agenda. Motion carried.

We reviewed the minutes of the Annual Meeting of January 22, 2017 (approved by D&E in February 2017).

Pastors Report

A written report is included in the annual report. Doug read a poem someone offered recently "The Perfect Pastor." If there are questions of Pastor Doug that opportunity is during the open forum time or feel free to call or stop by to visit him in office (once he is back from the Guatemala mission trip).

Deacons & Elders

The written report is included in the annual report. We thanked our outgoing D&E Members: Erik Anthonisen, Doris Enderson, Nathan Hoff, Michelle Loomer, Heather Rundquist.

Nominating Committee Report

Nominations were presented with a few spots to fill. Volunteers were invited to nominate themselves and are included in the motion below:

Motion #2: To nominate Jim Worner to the audit committee and Jeanette Haas to the Christian education committee (2-year term). Motion carried.

Motion #3: To elect slated officers/committee members as presented by the Nominating Committee with the addition of Jim Worner and Jeanette Haas. Motion carried.

Motion #4: To dismiss the 2017 Nominating Committee with thanks. Motion carried.

Motion #5: To elect the 2018 Nominating Committee (5 members and 2 alternates). Motion carried.

1. Donna Hendel
2. Ingrid Morgan
3. Ruth Aulds
4. Melinda Wienbar
- 5.

Alternates

1. Mark Rodning
2. Tessa Nord

New committee members were introduced/asked to stand and then returning members were introduced.

Ordination and Installation of Members

New deacons and elders were ordained/installed: Rebecca Michael (PCUSA), Steve Wienbar (PCUSA), Jon Steinbrenner (UCC). John Erickson (PCUSA) couldn't be here today. He is already an ordained deacon but will be installed at the first meeting of D&E in February.

Committee Reports

Members liked the visual representation – the dashboard.

Financial Reports – Treasurer Mark Rodning presented the proposed budget for 2018. This was developed by the budget committee, the board of managers and D&E. The budget is leaner this year. D&E added two percent pay increases for all staff.

Proposed Budget for 2018	<u>Budget</u>
Total Revenues	\$383,448
Total Expenditures	\$383,448

Discussion and questions were addressed including the local mission fund, custodial services, Medicare, Stephen Ministry, mission committee and technology budget.

Pastor Doug and Karen Dent were excused while the Pastor's compensation package was reviewed. Treasurer, Mark Rodning presented the pastor's compensation package (below). He explained the manse fund – a pastoral residence was sold years ago and the proceeds are in an endowment. We can spend the interest only (the benefit to this portion of the compensation package is that Federated Church doesn't have to pay social security tax on this).

Salary	\$63,143
Housing Allowance	\$13,502
<u>Cash Salary</u>	<u>\$76,645</u>
Medical	\$17,628
Medical (family)	\$1,150
Pension	\$8,436
Death/Disability	\$761
SSI	\$4,830
Books	\$500
Continuing Education	\$1,000
Mileage	<u>\$750</u>
Total Compensation	\$111,700

Motion #6: To approve pastor compensation package. Motion carried.

Motion #7: To approve the 2018 budget (which includes the pastor's compensation). Motion carried.

Open Forum – Time for Questions

There was good conversation including topics of memorial funds, endowment fund (fiscal year-end is mid-April and RFPs will be requested for spending/donations), caution about livestreaming services (which we do not do), protection of minors in photography (parents sign a

media release if they wish not to have children photographed), Doug's sabbatical (the only budget need is for additional pulpit supply; a sabbatical plan will be shared once it is developed), praise band, feedback on one service (agreement that it is working well – and attendance is up and new members are joining).

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 and Elizabeth Hatling
- *Christian Education* Karen Anderson, Sadie Carter
- *Custodial* Peter Konrad and Matthew House
- *Music* Carol Andstrom, Doris Enderson, Karen Hauck, Molly King, Jordan Schiefert
- *Parish Nurse* Connie Seltz
- *Pastoral* Doug Dent

We also thanked Gloria Ronning who volunteers as our pianist.

Special Recognition

Doug asked members to stand and be recognized who give time and talent for:

- *Kid's Club, confirmation, Sunday School*

Motion #8: To adjourn the meeting. Motion carried and meeting was adjourned at 11:45 a.m.

The following motions were made and approved.

Motion #1: To approve the agenda.

Motion #2: To nominate Jim Worner to the audit committee and Jeanette Haas to the Christian education committee (2-year term).

Motion #3: To elect slated officers/committee Jim Worner and Jeanette Haas.

Motion #4: To dismiss 2017 Nominating Committee with thanks.

Motion #5: To elect 2018 Nominating Committee (5 members and 2 alternates)

1. Donna Hendel
2. Ingrid Morgan
3. Ruth Aulds
4. Melinda Wienbar
- 5.

Alternates

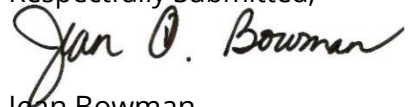
1. Mark Rodning
2. Tessa Nord

Motion #6: To approve pastor compensation package.

Motion #7: To approve the 2018 budget.

Motion #8: To adjourn the meeting.

Respectfully Submitted,

A handwritten signature in black ink that reads "Jean O. Bowman". The signature is written in a cursive style with a large, looped initial "J".

Jean Bowman

*I am confident of this, that the One who began a good work among you
will bring it to completion by the day of Jesus Christ.*

Philippians 1:6

We worked hard this year. In the community we “upped our game” with Habitat-for-Humanity in terms of dollars and work hours donated to building a home. We continued to support the food shelf, meals-by-wheels, and the United Way backpack program. We saw an increase in kids attending VBS and Kids’ Club and maintained a strong core of senior high youth at weekly gatherings. We added four new employees to our staff (Rebekah, Marna, Brian, and Lilly). We offered \$10,000 in grants from our Endowment Fund which supported Habitat and a pastoral care initiative which provides tablets so at-home members can view our worship services.

We celebrated this year! We honored the ministries of Connie Seltz, Doris Enderson, Karen Hauck, and Gloria Ronning who all retired this year. We rejoiced in seven baptisms, two weddings, and eleven new members added to our faith family. We commended the ministry of Western Presbyterian Church and their faithful witness to Jesus Christ. We thanked God for the lives of twelve beloved members who claimed the promise of faith which is eternal life. We praised God each Sunday and saw a rise in attendance and an enrichment of Spirit in our worship.

We will continue to work hard in 2019. There are plans to add air conditioning to the sanctuary and fellowship hall, and to upgrade some worn out exterior doors. Twelve of our youth will travel to Guatemala in February to help at the House of Hope and to install eight stoves in mountain village homes. We hope to capitalize on the new families, the new missions, and the renewed Spirit with which God is blessing us. There will be fellowship, education and mission opportunities throughout the year.

We will continue to celebrate in 2019! We launch our new hymnals on January 20th (annual meeting day) and inaugurate our new music ministry. We have seven confirmands preparing for membership in March. We plan to offer the Passover Seder dinner again as part of our Easter celebration. With God’s help, I hope to graduate in May. We have baptisms and weddings already scheduled. There are lots of things for which to be thankful and to celebrate.

Truly, Jesus began some good work in us this past year, and with his help we will move forward in our mission and ministries. 2018 was a busy and successful year at Federated Church. I expect 2019 will be just as busy and just as successful.

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) member. 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 2018 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
Erik Anthonisen	2019	Christian Education & Youth
Elizabeth Nelson	2019	Caring Ministry & Outreach
Kathy Hatling	2019	Christian Education & Youth
Cindy Holte	2019	Nominating, Worship & Music
Evan Westra	2020	Board of Managers
Patty Shol	2020	Fellowship
Linda MacFarlane	2020	Christian Education & Youth
Kathy Truax	2020	Stewardship
Steve Weinbar	2021	Board of Managers
John Erickson	2021	Endowment
Jon Steinbrenner	2021	Mission
Becca Michael	2021	Personnel

Notable actions in order of action:

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

Motion #1 – To approve the baptisms of: Madelyn Rose Whipple, Wells Harvey Sivertson, Thomas Buchfink, Thatcher Viking Iverson, Robert Russell Larsen, and Coleman Adam Eifert

Motion #2 – To remove from the roles due to death: Norma Bell, Betty Larson, Dorothy Sperling, Doris Wenino, Lucille Sheldon, Marsden Richard “Dick” Brimhall, Geraldine Hilden, Ruby Whipple, Wayne Tabbut, Mike Makovsky, Gene Porter, and Willis “Bill” Ressler.

Motion #3 – Recommended confirmands for membership with PCUSA by profession of faith: Madalyn Dent, Piper Andrews, Sterling Andrews, Tessa Becker, Natalie Vogel, Ashlyn Eckhoff, Emily Nuss.

Motion #4 – To welcome into membership by way of transfer: Jon and Thea Fransen, Natalie Fransen, Rebekah Thompson-Meder.

Motion #5 – To remove from membership due to transfer: Tobias Wach, Landon Link, Kym Christiansen, Kelsey Nygaard Heck.

Motion #6 – To approve the weddings of Jaime Brause and Doug Mahoney; Courtney Meder and Marc Runningen.

Motion #7 – To accept the retirements of Connie Seltz, Doris Enderson, Karen Hauck, Gloria Ronning with appreciation for their service. To accept the resignation of Paige Westra, with regrets.

Motion #8 – To create the positions of Director of Pastor Care and Assistant Director of Pastor Care, and to hire Rebekah Meder and Marna Brown to those positions; to hire Lilly Makovsky as nursery care attendant; to hire Brian Jenson as Director of Music Ministries.

- Motion #9 – To approve a noisy offering on two Sundays/month starting in April. Proceeds will be used to buy stoves for the House of Hope mission team to install in February 2019.
- Motion #10 – To allow the Community Engagement committee to apply for Bike Friendly Business status.
- Motion # 11 – To approve Pastor Doug’s sabbatical plans and appoint an Executive Committee during Doug’s sabbatical: Jean Bowman (chair), Mark Rodning, Becca Michael and John Erickson.
- Motion #12 – Endowment committee: to change the composition so the chair is appointed annually by D&E; a designee is appointed by the board of managers; Ed Morgan was appointed as an at-large member for a 3-year term 2018-2020. Revised the Endowment Committee’s governance document as follows: *To have a named endowment, the gift must be a minimum of \$10,000* (from a previous minimum of \$5,000). To make \$10,000 available in grants for 2018-19 from the unrestricted funds in the endowment fund. To approve the endowment committee’s recommendation to change the application deadline to September and to eliminate the three-year funding option. To approve the Endowments Committee’s recommendation to award \$8,000 to Habitat for Humanity and \$2,000 for the pastoral care team to purchase tablets and software s that at-home members can view the worship service.
- Motion #13 – To allow Federated Church to serve as the fiscal host for National Night Out (co-chairs Jess Steinbrenner and Jean Bowman).
- Motion #14 – To award the title of *Pastor Emeritus* to John Lindholm on behalf of the Western Presbyterian congregation.
- Motion #15 – To approve the purchase of a piano for \$2,000 plus moving expenses (not to exceed \$350) with funds from undesignated memorials.
- Motion #16 – To authorize Bill Nead to repair the sanctuary chimes so we can dedicate them to Doris Enderson and that we purchase “Glory to God” hymnals for the congregation in honor of Karen Hauck and Gloria Ronning.
- Submitted by Jean Bowman, Clerk of Session*

Nominating Committee

Cindy Holte

The Nominating Committee met 4 times at which we gathered up names of people who we thought would be the right person(s) that would fit/fill the opening committee spots. Letters were sent, then phone calls were made or just peaking to individuals in person asking if they were willing to be on the committee.

D & E (4)

Amy Donoho

Kurt Johnson

Wayne Link

Erika Mariotti

WORSHIP

Ingrid Morgan

Bev Richter

CARING MIN & OUTREACH (2)

Kit Schara

*

2 Yr Term: Barb Becker

BOARD OF MANAGERS (3)

Jane Nelson

Donna Hendel

Matt Beske

FELLOWSHIP (4)

Dave Nord

Dennis Bowman

Matt Solin

*

2 Yr Term: LoveEll Hultin

CHRISTIAN ED & YOUTH (3)

Amber Makovski

Lu Echelberger

*

2 Yr Term: Jeanette Haas

2 Yr Term: Molly Stoddard

1 Yr Term: Renee Larsen

STEWARDSHIP (3)

Greg Truax

Bill Kalar

*

MISSION (3)

Cindy Holte

Melinda Wienbar

Peg Kalar

There still are open positions: one open position on Caring Ministry and Outreach, Fellowship, Stewardship and Christian Ed and Youth. There were several slots open from last year, which our committee was able to fill.

2018 Nominating Committee Members Cindy Holte- D&E Rep and Chair, Donna Hendel, Ingrid Morgan, Ruth Aulds, Tessa Nord

Submitted by Cindy Holte, Chairperson

Endowment Committee

John Erickson

The biggest news related to the Federated Church Endowment Fund in 2018 is that this year marks the first grant requests funded. A total of \$10,000 of grants were awarded in 2018. A grant of \$8,000 was awarded to Fergus Falls Habitat for Humanity and a grant of \$2,000 was awarded for outreach ministry iPads to allow an opportunity for those unable to physically attend worship services to enjoy worship services and other Federated Church communications on the iPad.

As of December 2018, the Endowment Fund had a market value of approximately \$450,000 and is invested through Edward Jones under the oversight of Marcus Meder and the Endowment Committee.

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

Fred Harthen

The Board of Managers oversees the church building and grounds, maintenance and repairs, the payment of bills and the finances of Federated Church.

As with all committees, the 2018 budget for Board of Managers, was cut. This resulted in a decision, to not undertake any new projects, and reserve our funding, for daily operations and any unanticipated expenses.

Projects completed in 2018:

With help of a member's donation, a new outside storage shed was added for lawn and snow equipment.

A church safety committee surveyed the building, and made recommendations to improve church safety. Exit plans were developed and posted, dead bolts were added to doors, and window frost put on windows. The door to the secretary's office was made into a half door, with an electronic lock. Pete completed all the recommendations of the safety committee. A leak in the corner of the narthex was detected and repaired.

The dish washer soap dispensing system was repaired and a new vendor for soap found.

The gap between the parking lot and building, allowing rain water to enter the youth room, was repaired.

The kitchen was repainted along with Doug's office.

The outside signboard was illuminated.

Plumbing in the women's bathroom was repaired, and the sink in Doug's office was replaced. Some cracked sidewalk sections were replaced, using the cost share program with the city.

Storage cubes, for Kids Club use, were added by the gym.

A new commercial vacuum was purchased.

Many events were hosted for both member's organizations, and community organizations.

As you can see, our building is always requiring repair and upgrading.

Projects for 2019:

A generous memorial gift was received, earmarked for air conditioning in the sanctuary. A sub-committee was formed to oversee this project. They are in the process of gathering bids, with the expectation of choosing contractors, so this long anticipated project will be realized for the coming summer.

With the help of many members of the church family, and continuous maintenance, this traditional church building, will continue to serve for many years to come.

Board members in 2018: Fred Harthen, Chair, Duane Rose, Steve Thompson, Chad Nelson, Steve Lockhart, Rick Schara, Don Westra, Chuck MacFarlane and Jason Hastings. Steve Weinbar and Evan Westra were the Representatives from the Board of Deacons and Elders.

Submitted by Fred Harthen, Chairperson

Caring Ministry and Outreach

Mary Jones Olson

The goal/objective of the committee is to engage members and non-members in our congregations.

2018 Accomplishments:

- Supply baptism bags
- Supply welcome bags
- Card Ministry (birthdays, encouragement, welcome)
- Contact potential new members
- Facilitate name tag Sunday (1st Sunday of each month)
- New member photos
- Hosted a three-part series on Suicide prevention-ACES Training and documentary "Not Alone"
- Approved the Pastoral Care Plan
- Plan and help at Blue Christmas Service

Thank you:

- To the committee for inviting visitors to become members.
- For being so willing to help when needed.

Goals for upcoming year:

- Continue to contact visitors to see if they have questions about Federated Church and if they are interested in becoming members.
- Engage more members in 2019.

Committee Members: Mary Jones Olson (Chair), Elizabeth Nelson, Kathy Zimmerman, Carol Rose, Maryjane Westra, Erin Smith, Jess Steinbrenner, Char Zelin.

Submitted by Mary Jones Olson, Chairperson

Pastoral Care

THANK YOU for welcoming me into your homes and families these last eight months. It is humbling being greeted and welcomed into your space with open arms when you may be sick, grieving, anxious about change or elated with excitement and newness. I have enjoyed learning more about you, hearing stories from the past, praying together and hearing about your faith journey.

Since May:

1. Numerous visits have been made to homes, care facilities, the hospital....wherever our people are.
2. With guidance from Pastor Doug we have established a Federated Friends group. This is a group of 12 individuals who visit an assigned individual monthly, engage in conversation and help keep them connected to the Federated family as they are home bound/lonely. These Federated Friends meet quarterly to participate in training, to discuss pastoral care needs and offer resources.
3. Notes and cards are sent to members on special occasions; greetings, sympathy, graduates and those that we are thinking about.

4. Since May, 40 Boxes of Blessings have been filled and gifted to the Cancer Center in Fergus Falls. A team of nurses and doctors provided us with a list of essential items that individuals may need when receiving treatments. Those specific items are collected and put together in individual boxes, wrapped in plastic and delivered to the Cancer Center.
5. Federated Church has been blessed with many talented knitters/crocheters. These individuals make prayer shawls and baptismal blankets. Twenty prayer shawls have been given to the Cancer Center in Fergus Falls since May. Several prayer shawls have been given to individuals in our congregational family as well. This is a wonderful ministry that we are able to offer!
6. An application was made to the Endowment Committee for funding of two iPads. These iPads are used in care facilities by our members to stay in touch with our worship service. Weekly services are loaded on the iPads to be shared. This has been a huge success! Home bound members are really enjoying listening to the music, the worship service and especially seeing familiar faces in the choir. It has sparked wonderful conversation and brought many smiles. For some, it is the only way to see and hear the sounds in our sanctuary. It is and has been a way to stay connected.
7. Connie established a great group of Registered Nurses who take turns doing blood pressure screenings one time per month. There are a handful of individuals who take advantage of this ministry monthly. Thank You nurses for sharing your gift.

As we travel through life together may we take care of His people and be His hands to help our congregational family.

Special recognition:

Knitters/Crocheters Thank you for sharing of your talents and making prayer shawls and baptismal blankets.

Blood Pressure Screeners Connie Seltz, Bonnie Gondrez, Barb Becker, Barb Meder and Jeanette Haas

Blessings to you-Rebekah Meder, Director of Pastoral Care

Stephen Ministry

After twenty years of faithful service to our congregation and community, our Stephen Ministry program officially disbanded in May 2018. We thank all our Stephen Ministers throughout the years who provided uniquely compassionate, Christian care. This ministry blessed many people.

The Stephen Ministers helped Rebekah, Marna, and Pastor Doug redesign our pastoral care ministry. Federated Friends now make regular visits to share the love and care of our congregation to at-home members.

If you would like to become a Federated Friend and visit someone, please contact Rebekah Meder.

With special thanks to our Stephen Ministry leaders Rebecca Jorgensen and Char Zielin, and to our Stephen Ministers Ruth Aulds, Lu Echelberger, Kathy Hatling, Mary Jones Olson, Marjan Schuetze, Marianne Stone, Ross Stone, and to the many, many other Stephen Ministers who served.

Submitted by Pastor Doug Dent

The 2018 year proved to be an incredibly busy one for Christian Education programming. We had a wide variety of activities and we joyfully saw growth throughout all our kids and youth programming—Vacation Bible School, Kids Club, confirmation, and youth group.

Kids Club: Our Winter session theme was on the Apostle Paul. The kids began learning about the adventures of Paul in the book of Acts. During the course of the winter/spring, we averaged approximately 30 kids per week. Our spring session focused on animals of the Bible, including sheep, hyrax, and ants. We began the 2018-2019 Kids Club year on September 12th with the overall theme of “Jesus” and a special focus on learning to serve others through “Act of Random Kindness.” Each week the kids took time to tell about acts of kindness that they performed or witnessed. Our first session’s theme was on the Miracles of Jesus. Our kids REALLY ENJOYED learning about Jesus’ miracles and had a science component instead of a craft component to illustrate the stories. We rounded out the year with our annual Christmas pageant practices and offered it as the message during worship on December 16th. The group has grown with new families and a younger crew! We have lots of energy and love getting into the Bible stories. This is an extremely fun time each week, and it wouldn’t be possible without so many dedicated volunteers. Throughout the 2018 year we saw Renee Larsen, Char Zielin, Carolyn Anderson, Colleen Kennedy, Lu Echelberger, Terry Harrington, and Madalyn Dent help in various capacities with our kids!

Confirmation: Our 7th, 8th, and 9th grade confirmation students continued meeting each week for class. Between all the classes we averaged approximately 18 youth in total each week. Our classes met until the end of February and we confirmed seven 9th grade students (Piper Andrews, Sterling Andrews, Tessa Becker, Madalyn Dent, Ashlyn Eckhoff, Emily Nuss and Natalie Vogel) on February 25th.

This fall we started up with our new group of confirmands, meeting each week with 7th, 8th, and 9th grade students. Our teachers include Doug and Karen Dent, Jim Worner, and Erika Mariotti. The classes continue until February, at which time we will receive 7 new members!

Our annual confirmation retreat at Clearwater Forest occurred on September 21-23rd with 15 youth and 6 adults. The theme for the weekend was “What’s So Amazing About God’s Grace”, and we spent a great deal of time not only learning together but also enjoying the beautiful facilities and grounds at Clearwater Forest. Our leaders helped make it a spectacular weekend: Jordan Schiefert, Molly Stoddard, Ciara Rose, Ben Schierer, and Madalyn Dent. We hope to continue this now-annual special event as it develops bonds and connections between the youth and great adults, plus it gets people from our church to Presbyterian Clearwater Forest, one of my favorite places!

Middle School Youth Group: Starting in March (after confirmation ended for the 2017-2018 year) our middle school students began middle school youth group, meeting each Wednesday after school for fun, learning, and fellowship. This was an incredibly active group of mostly 7th and 8th grade guys! We had a great time playing various games in the gym, discussing topics such as Artificial Intelligence and Faith, Becoming “Salt” and “Light” in the World, How do we live our faith in our everyday lives?, and lots of other talks. During the summer we met with the senior high youth for events, and in the fall we begin merging our new 7th grade youth with the seasoned 8th graders!

Senior High Youth Group: A consistent group of around 12 met each week for fellowship and great discussions. Our topics were based on a survey the youth filled out in the fall, and covered a wide range of issues including current issues and faith questions. Special topics included: What does Artificial Intelligence Have to Do with Faith? Does God Cause Natural Disasters? What are Angels? What is the Soul? Various Simpson's-related topics, What is Hell? etc. Our young people are incredibly curious and bright individuals who like to delve deeply into topics! Special activities included: Blessing scavenger hunts, photo scavenger hunt, airsoft events, game nights at the Dents, Valley Fair daytrip, lake days, pool day, smaller coffee "dates", lock-ins, caroling, care packages for graduated students, and lots and lots of sports and music activities throughout the whole year—spring, summer, and fall! On September 5th we kicked off our fall season with a pool party at Terri and Clayton Skredvedt's home. We have continued to have a good turn-out and a lot of enthusiasm for the 2018 year with more interesting topics, games, and simply fellowshiping in the kitchen around snacks! We love to gather to spend time together with food!

Sunday school: Our theme for 2017-2018 among the K-6th grade continued the story of Moses and the Israelites. We combined 3rd-6th grade students led by Karen Bush and Karen Dent, averaging approximately 8 students each week. The K-2nd grade class, led by Jona Brown and Madalyn Dent, usually had around 5 students. Carri and Steve Thompson continued teaching the once-a-month parent/child Sunday school fellowship class and had many parents and children attend. In May, after the Ice Cream Social, we showcased the learning that the children did during the past year in a Trivia Game in front of the congregation in fellowship hall. It was tremendously successful. This fall we kicked off the "Year of Jesus" during Sunday school and focused our learning on the life and stories of Jesus. Our annual Christmas pageant, held on December 16th, involved over 40 kids between Sunday school and Kids Club!

Guatemala Mission Team—We met with the 2018 team and also began reaching out to those interested in a 2019 Youth trip with an informational meeting. The 2018 Mission Team spent a week in early February (3rd -10th) at the House of Hope in Zacapa, Guatemala. In March, the 2019 Team served a Lenten Dinner Fundraiser as a kick-off to our trip fundraising. In April, the team held a cake auction where we raised a significant amount of money and sold some BEAUTIFUL cakes! In June, the team had two fundraising opportunities—a fun serving event at Union Pizza and a Vacation Bible school "student assistant" week for those who applied! In October, we held two events again, one at Pizza Ranch and the other being the Harvest Dinner and Silent Auction—both very successful! After the Harvest Dinner, the group held two Soup Sales, raising a good amount of funds towards the trip.

Graduating Senior Brunch: On April 22nd, we held our annual church family senior brunch during fellowship hour. During the brunch, we highlighted each senior and asked them to share their upcoming plans after graduation. The congregation prayed for the graduates and reminded them that this was still their church home and that they could continue to count on Federated to love and encourage them. Seniors: Camen Andrews, Ronnie Becker, Tommy Bowman, Joe Grecco II, Lilly Makovsky, Ben Nuss, Rosemary Rundquist and Ryndel Vogel.

Vacation Bible School June 23-27: We had over 40 kids in attendance for VBS! Our older youth applied for positions as student leaders and assisted each day during the week. Clearwater Forest sent three exceptional counselors to lead our week. Volunteers supported us in the kitchen, during activities, and marveled at the help our older youth brought to the leadership for the week! It was a wonderful experience for everyone!

Women's Bible Study: In June, I began a weekly Bible study for women. Our topic during this series was the Book of James, and we had a pretty consistent weekly attendance of around 15 women. In October, we began again meeting weekly and started (and continue) the Revelation of Jesus Christ to the Apostle John. Our group averages around 8 women each week with great discussion and fellowship!

Noisy Offering start-up: We began a once-a-month offering in order to raise money for stoves to install during our Guatemala mission trip. This monthly fundraiser, combined with a collection during Vacation Bible School and the Christmas Joy Offering, will purchase 9 stoves for our trip!

Preaching: In addition to my regular duties, I preached two times during the month of July. It was a fun challenge to flex those muscles, which I don't use much anymore! My first sermon focused on a passage from James on our use of "the tongue", and the second sermon illustrated heaven as it is described in the Bible.

Overall, 2018 was an incredibly busy and blessed year for Christian Education at the Federated Church! I feel truly honored to serve our church family in this capacity, and do not, for one moment, take for granted the relationships and love shared with one another! God is Good!

Submitted by Rev. Karen Anderson, DCE

Fellowship Committee

Dennis Bowman

Mission Statement: As stated in the “job description” provided by Federated Church, the Fellowship Committee organizes social events to provide opportunities for the congregation to build community.

Highlights of 2018:

- **Chili Cook-off** – Several dozen church members (and families) stayed after church to enjoy the return of the annual Federated Chili Cook-off.
- **Ottertail Lake Ice-Fishing Outing** – Pastor Doug (the “Sturgeon General”) pulled up an amazing 50+ pound sturgeon through the ice.
- **Softball Breakfast and Silent Auction** – Raised over \$1,000 to finance the 2018 church softball team.
- **Softball Tail-gating Event** – The Fellowship Committee served up dozens of hamburgers and hot dogs to feed softball players and families as well as several fans who arrived to cheer on our team.
- **Rally Day** – A large crowd stuck around after church to enjoy “Gobble-up” turkey sandwiches and fresh corn-on-the-cob, as well as an outdoor carnival featuring several games of skill (and luck).
- **Pie Social** – Over 40 pies were provided by the talented pie-bakers in our congregation. With the help of auctioneer Rick Schara and ring-man Gerry Warner, the extra pies were auctioned off (raising just over \$600 for our committee).

Goals for 2019:

- We plan to continue to organize popular events like **Rally Day, Birthday Cake Sunday, Ice Cream Social, Pie Social**, etc.
- With the help of Patty Shol, we hope to bring back the popular **Mystery Dinner** early in the year.
- **February Family Fun Nights** will probably return as one special evening instead of every week.
- In general, we expect to continue to take advantage of more congregation participation for events held after the church service.

As chairperson of the committee, I would like to thank all of 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 couldn't have asked for a better group to work with this year.

2018 Members: Dennis Bowman (*Chairperson*)

Cheryl Anderton, Matt Solin, Mary Ann Nead, Sheila Rodning, LovEll Hultin

Bonnie Stock, Anne Kalar, Gail Welle, Sammy Ebert, Lynn Oxley

D&E Rep: Patty Shol **Staff Rep:** Sadie Carter

Submitted by Dennis Bowman, Chairperson

Mission Committee

Sonja Johnson

The mission of the Mission Committee is to focus on local, national and world mission needs and provide the congregation with opportunities to respond to those needs.

The focus of our mission for the 2018 year was "Local Mission". The Mission Committee served muffins after the two outdoor worship services at Roosevelt Park; the donations given by members of Federated for these services were given to the Local Mission Fund, at our own Federated Church. Our Mission Dinner was held on November 18th. Mindy Christianson and Mary Phillipe spoke and gave us good insight about the Otter Angels and the United Way backpack feeding programs. Donations received at the Dinner were dispersed to both the Otter Angel Program and the United Way backpack feeding program.

The Mission Committee is helping Hailey Brenden with her mission work in Kathmandu, Nepal. Hailey is a volunteer with the Evangelical Lutheran Church in America and she works as a Communications Manager at a K-12 Christian school. Hailey also works in a communication role for the United Mission to Nepal that works in the area of sustainable livelihoods, peacebuilding, health, integral mission, education and good governance.

For a few years now, the Mission Committee has asked our confirmands to choose a charity or group in our community and the Mission Committee will donate \$100 in the confirmands name. The charities chosen this year were The Food Shelf, Otter Tail Humane Society and Stoves for Guatemala.

The budget of the Mission Committee for 2018 was \$3000. The Mission Committee donated to the following groups: The Fergus Falls Food Shelf, Hailey Brenden Mission, United Way Back Pack Feeding Program, Otter Angels, Salvation Army Kitchen, Bibles for distribution at Federated Church; teens of Federated going to Guatemala

Federated continues to be a part of the Meals by Wheels delivery program. Federated is a big part of the deliveries for this program. As a committee we are trying to build a bigger base of volunteer drivers to help with this much needed program in Fergus Falls.

Members for the 2018 Mission Committee are: Terry Haas, Marjan Schuetze, Donna Solin, Sonja Johnson, Paul Shol, Carolyn Anderson, Jake Gustafson, Michelle Loomer, Jon Steinbrenner (D&E Representative)

Submitted by Sonja Johnson, Chairperson

Personnel Committee

Rebecca Michael

The Personnel Committee supervises the work and compensation of our church's staff. We welcomed many new staff members in 2018! In April we rejoiced with Parish Nurse Connie Seltz on her retirement and hired for two new roles: Rebekah Meder as Director of Pastoral Care and Marna Brown as Associate for Pastoral Care. Rebekah and Marna provide visitation and support for members of our congregation and community.

We congratulated Paige Westra on her new position in Fargo and hired Lilly Makovsky to replace Paige as Nursery Attendant, effective October 1.

We also expanded our church staff with the addition of Brian Jensen as Music Director in November and we honored Doris Enderson, Karen Hauck and Gloria Ronning in December as they retired from their leadership in music ministries. Brian oversees the worship music, including the Senior Choir, Bell Choir, Praise Band, and children's music. We're grateful for the congregation's support of this new role.

Personnel Committee members: Kristi Hastings, Beth Schlepp, and Rebecca Michael (D&E representative/chairperson)

Submitted by Rebecca Michael, Chairperson

Stewardship Committee

Pam Phillips and Millie Pearson

The Stewardship Committee chose as the theme for this year's effort "Generations of Generosity" based on Psalm 145. It recognized that each generation benefits from those previous ones and has a responsibility to those following. We attempted to communicate the experiences, expectations and hopes of folks representing different generations, to remind people of their appreciation for belonging to a faith community like Federated. Part of that message was that it takes "time, talents and treasures" of all of us to honor those who established and sustained Federated and to do our part in creating an enduring future for generations that follow.

Over the past few years the number of pledges offered decreased even though the total amount pledged increased. Special effort was made to encourage folks who had not pledged before to do so. The campaign is not complete, but we can report that both the amount pledged and the number of pledges received have increased.

Special thanks to committee members: Jona Brown, who created the video and Grant Davenport and Carri Thompson for taking minutes. Other committee members are Russ Larsen, Mike Shol, Vaughn Ebbighausen, and Terry Harrington. Staff: Pastor Doug and D & E Representative Kathy Truax, Pam Phillips, Co-Chair and Millie Pearson, Co-Chair

Submitted by Pam Phillips and Millie Pearson, Co-Chairs

Worship Committee

Ruth Aulds

The Worship Committee is charged with the task of assisting the Pastor and Staff in planning worship services using the talents of the congregation and the resources of the Church. The work of the Committee was aided by the guidance of Pastor Doug and the office staff, Ada Erlandson, supplying the information required to enable the Committee to fulfil its objectives through their knowledge and abilities. The worship experience of the Congregation was also enhanced through the work of Bill Nead who continues to work to upgrade and improve the sound and video system. Finally, the work of the Committee would not be successful without the continued support and contributions of the congregation through providing their time and talents in the conduct of the weekly and seasonal worship services.

Submitted by Ruth Aulds, Chairperson

Senior Choir

The Senior Choir met on Wednesday nights for rehearsals during the months of September through May. We sang anthems for the Sunday morning 9:30am services during those months. In addition, we provided music for the Ash Wednesday, Maundy Thursday, and Easter Sunday, & Christmas Eve services. Our many soloists provided special music for the Lenten and summer services.

We heard "Images of Adoration" by Pepper Choplin on December 1, 2018. It was performed by the choir, an orchestra and soloists, Keira Thompson-Ohren, Cindy Holte and Ross Stone. Madilyn Michael, Bea & Leo Schierer, and Jonathan Dent delighted the audience with their presentations.

This is my final year directing the choir and I'm very grateful for the opportunity to have worked with a wonderful group of musicians. Our accompanist, and my very dear friend, Gloria Ronning, who is also retiring, has made this a true joy.

We are blessed with wonderful readers, excellent voices, many accomplished soloists, and a great deal of enthusiasm. I'm grateful for all they have given me.

Submitted by Karen Hauck, Senior Choir Director

Bell Choir

We meet every Wednesday night at 6:00pm for an hour of practice plus 15 minutes to get set up and another 15 minutes to put everything away in cases and shelves. During our hour of practice, we are very busy playing bells and greeting fellow ringers. We try to plan to play for the church service once a month, usually near the end of the month if everyone is available to practice in the sanctuary before the service. The music chosen is appropriate for the day and time of the year.

This year, we have been short 3 or 4 people and so we try to get substitutes who can come and practice before the Sunday. If you would like to join in bell ringing, call the Church Office. Playing in the Bell Choir is a wonderful way to contribute to the life of Federated Church.

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.

Kathy Hatling	Renee Larsen	Pam Phillips
Cindy Holte	Mary Ann Nead	Rebecca Michael
Elizabeth Nelson	LovEll Hultin	Terri Skretvedt
Evan Westra	Matt Solin	Cindy Spidah
Fred Harthen	Lynn Oxley	Marjan Schuetze
Steve Thompson	Dennis Bowman	
Duane Rose	Terry Haas	
Carol Rose	Donna Solin	
Jess Steinbrenner	Jona Brown	
Erin Smith	Grant Davenport	

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.

