



Federated

CHURCH

OPEN HEARTS. OPEN MINDS. OPEN ARMS.

2019 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 (1/20/2019)	5
Report of the Pastor	9
Deacons & Elders	10
Nominating Committee	12
Endowment Committee	13
Board of Managers	14
Caring Ministry and Outreach	16
Pastoral Care	16
Christian Education and Youth Committee	18
Fellowship Committee	21
Mission Committee	22
Personnel Committee	23
Stewardship Committee	23
Worship and Music Committee	24
Senior Choir	24
Bell Choir	24
Praise Team	24
Grateful Appreciation	25

Annual Meeting Agenda

I. Opening Prayer

- Establishing a Quorum (10% of Active Membership or 51 members)
- Adopt the Agenda
- Minutes from Annual Meeting (1/20/2019)

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.

III. Pastor's Report

IV. Deacons & Elders

V. Nominating Committee Report

- Election of New Officers and committee members
- Dismiss 2019 Nominating Committee with thanks
- Elect 2020 Nominating Committee

VI. Ordination and Installation of New Officers

VII. Committee Reports

VIII. Financial Reports

- 2020 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, Lily Makovsky
- *Maintenance* Peter Konrad
- *Music* Brian Jensen, Molly King
- *Pastoral Care* Rebekah Meder
- *Pastoral Services* Doug Dent

XI. Volunteer Recognition

XII. Adjourn with Prayer

Minutes from Annual Meeting of the Congregation 2019

Sunday, January 20, 2019 – Fellowship Hall

Moderator: Rev. Doug Dent

Clerk of Session: Jean Bowman

Quorum was declared. (55 people = 10% of active members)

Pastor Doug Dent opened the meeting with prayer at 10:48 a.m.

Motion #1: To approve the agenda. Motion carried. We reviewed the minutes of the Annual Meeting of January 28, 2018 (approved by D&E at the meeting February 15, 2018).

Dwelling in the Word

We shared Jeremiah 29:4-7. At each table we discussed and then shared as a group: What caught our attention? What would you ask a biblical expert? What might the Holy Spirit be saying to us?

Pastors Report

A written report was included in the annual report. Pastor Doug shared how we worked hard and how we celebrated in 2018. We will continue to work hard and celebrate in 2019! He asked if anyone had questions about his report; there were none.

Deacons & Elders

The written report was included in the annual report. We thanked our outgoing D&E Members: Kathy Hatling, Elizabeth Nelson, Evan Westra, Cindy Holte.

Nominating Committee Report

Nominations were presented with three spots to fill. There is an addition – Jill Iverson will take the open position on Christian Education & Youth. The three positions that still need to be filled (one on each committee): Caring ministry and outreach, Fellowship, and Stewardship. There were no volunteers for those positions. Committees will need to recruit as the year gets underway.

Motion #2: To elect slated officers/committee members as presented by the Nominating Committee. Motion carried.

***Indicates position needs to be filled**

D & E (4)

Amy Donoho

Kurt Johnson

Wayne Link

Erika Mariotti

Caring Ministry & Outreach (2)

Kit Schara

*

2 Yr Term: Barb Becker

Worship (2)

Ingrid Morgan

Bev Richter

Fellowship (4)

Dave Nord
Dennis Bowman
Matt Solin
*

2 Yr Term: LoveEll Hultin

Stewardship (3)

Greg Truax
Bill Kalar
*

Board of Managers (3)

Jane Nelson
Donna Hendel
Matt Beske

Christian Ed and Youth (3)

Amber Makovsky
Lu Echelberger
Jill Iverson
2 Yr Term: Jeanette Haas
2 Yr Term: Molly Stoddard
1 Yr Term: Renee Larsen

Mission (3)

Cindy Holte
Melinda Wienbar
Peg Kalar

Motion: #3: To dismiss the 2018 Nominating Committee with thanks. Motion carried.

Motion #4: To elect the 2019 Nominating Committee (5 members and 2 alternates).
Motion carried.

1. Jake Gustafson
2. Mark Rodning
3. Vivian Whipple
4. Mary Ann Nead
5. Tessa Nord

Alternates

1. Connie Seltz
2. Sheila Rodning

Committee Reports

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

Financial Reports – Treasurer Mark Rodning presented the Statement of Financial Position for the year ended 2018. We are in a very good financial position.

Doug presented the proposed budget for 2019. This was developed by the budget committee, the board of managers and D&E.

Proposed Budget for 2019

Total Revenues	\$400,718.98
Total Expenditures	\$400,718.98

Doug noted the staffing changes: Full time music director and two people taking on the parish nurse position. No staff raises were budgeted for 2019. Ed Morgan thanked Federated Church for the members and financial support for the Habitat for Humanity. Also, 2018 was the first year the endowment fund was able to award community grants (funded only by the interest earned). Pastor Doug and Karen Dent were excused 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	\$63,143
Housing Allowance	\$13,502
Cash Salary	\$76,645
Medical	\$17,628
Medical (family)	\$1,150
Pension	\$8,436
Death/Disability	\$761
SSI	\$4,016
Books	\$500
Continuing Education	\$1,000
Mileage	\$750
Total Compensation	\$110,886

Motion #5: To approve pastor compensation package. Motion carried.

Motion #6: To approve the 2019 budget. Motion carried.

Open Forum – Time for Questions

A member asked about when the next Sunday will be for welcoming new members. "Soon!" There was a question about how the endowment grants are funded (on the proceeds of the endowment...the endowment principle does not get spent). We discussed providing grocery cards or meals for Federal workers in Fergus Falls who are furloughed. There was strong interest in the congregation and Doug will see if we can work on that financially. It will take some research to find out who they are (so we don't miss anyone) and whether or not they are allowed to accept a donation (or find a creative way to help them).

Bill Nead is repairing the chimes. He is working with Roland Rutz who is preparing to retire (and sell off his business property). If you know of a person or church that might be interested in purchasing a chime set, benches, etc. let Bill or Doug know.

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: Carol Andstrom, Brian Jensen, Molly King
- Pastoral Care: Rebekah Meder and Marna Brown
- Pastoral: Doug Dent

Honoring Retirees

Doug thanked our retiring staff members:

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

Motion #7: To adjourn the meeting. Motion carried and meeting was adjourned at 11:35 a.m.

The following motions were made and approved.

Motion #1: To approve the agenda.

Motion #2: To elect slated officers/committee.

Motion #3: To dismiss 2018 Nominating Committee with thanks.

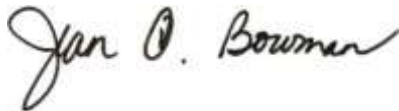
Motion #4: To elect 2019 Nominating Committee (5 members and 2 alternates)

Motion #5: To approve pastor compensation package.

Motion #6: To approve the 2019 budget.

Motion #7: To adjourn the meeting.

Respectfully Submitted,



Jean Bowman

Commit to the Lord whatever you do, and your plans will succeed.

Proverbs 16:3

This is an exciting time at Federated Church! Just a few months ago we rolled out our “Focus on Discipleship” campaign with its accompanying 20 goals for the next 20 months. For 2020-20201 our FOCUS will be on **F**aithful Worship, **O**pen-Hearted Generosity, **C**ourageous Mission & Service, **U**nconditional Hospitality, and **S**trategic Faith Development.

I'm delighted with the initial response to these initiatives and the buzz it is generating in the community. We are well on our way to fulfilling these goals and, in some cases, we already exceeded our goals! A few highlights: 3 new musicians and one new keyboard for the praise band; 46 households increased their pledges for 2020; 12 Boxes of Blessings delivered to the cancer center and \$630 raised at the first Advent supper to support this ministry; 8 new members in October-November; 13 workers at the Habitat-for-Humanity build day (November) and 17 drivers for Meals-by-Wheels; 40 Jr. and Sr. highs in activities each Wednesday; over 100 Federated folk at Rally Day, the Pie Social, the Mission Brunch, and the Wednesday Advent worship services.

What a tremendous start! I pleased and proud of our church and all that we hope to accomplish over the next two years. As the writer of Proverbs reminds us, when we work for God – doing the things that are important to God for the people whom God loves – we will be guaranteed of success.

I expect we will do great things together in 2020! Blessings on your ministries.

Submitted by Pastor Douglas Dent

Board of Deacons and Elders

Jean Bowman, Clerk of Session

The Board of Deacons and Elders represents of both the Presbyterian (PCUSA) and United Church of Christ (UCC) members. The Deacons and Elders are 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 2019 members of the Board of Deacons and Elders were:

<u>Member</u>	<u>Class</u>	<u>Committee Assignment</u>
Jean Bowman	Clerk of Session	Nominating
Erik Anthonisen	2020	Christian Education & Youth
Patty Shol	2020	Worship & Music
Linda MacFarlane	2020	
Kathy Truax	2020	Stewardship
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

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

To approve the baptisms of Coleman Adam Eifert, John Phillip Thill, Nash Jacob Wendland, Lena Belle Wendland, Jackson Michael Cavalier, Tenley Jae Davenport, Rayna Mary Rodning, and Brenda Iacono.

To remove from the roles due to death: Willis "Bill" Ressler, Winifred Clambey, Robert Johnson, Brian Beck, Marna Brown, Dale Larsen, and Jolene Beck.

To welcome confirmands into membership by profession of faith: Anders Anthonisen-Brown, Grace Olson, Tayton Taswell-Preston, Zayne Weinrich, Benjamin Dove Schierer, Shelby Tabbut, and Benjamin Rundquist.

To welcome into membership by profession of faith: Charles Jessup.

To welcome into membership by reaffirmation of faith: Don Davenport, Hollis & Melissa Davenport, Mark & Paula Davenport, Jacki Knapp-Raaen, Tim Olson, Regina (Reggie) Grecco, Joseph Grecco II, Jacob Grecco, Jaime Brause, Jenni Brause, Conner Brause, Larry Bethel, Sean Buchfink, Dave Loeks, Glenn and Mary Bressler, Titus Christiansen, and Brenda Iacono.

To welcome into membership by letter of transfer: Larry Bethel.

To reinstate into membership: Troy and Kerian Stenstrom.

Weddings celebrated in 2019: Anne Kalar and Dave Weinrich; Marc Runningen and Courtney Meder

Some Notable Events:

- Hosted six families of Federal employees for supper during the U.S. Government shutdown.
- Applied for Bicycle Friendly Business (BFB) and were awarded Bronze Level BFB.
- Hosted the Presbytery of MN Valleys meeting on, Tuesday, August 20.
- Celebrated the graduation of Reverend Dr. Douglas Dent on Sunday, May 19, 2019 (Luther Seminary, D.Min.) in Minneapolis and honored him after the regular worship service on Sunday, May 26.
- Disbanded the Community Engagement Committee, with thanks.
- Duties are now performed by staff.
- Hosted athletes from M-State Fergus Falls for lunch August 12.
- Authorized an all-member records review to update roles.

- As part of that process, D&E made the following changes per member requests:
 - ✓ Created an Affiliate category for membership.
 - ✓ Moved to affiliate category: Markus Bischof, Matt Donoho, Adam Erickson, Isaac Erickson, Barb Flom, Elizabeth Hatling, Jacob Hatling, Maren Hatling, Mary Pauline Haukos, Yvette Marts, Lorna McCabe, Pat Messer, Benjamin Nuss, Lisa Shol, Elaine Snyder, Gary Snyder, Breanna Stout, Logan Stout, Nicole (Nelson) Welle, Joshua Whipple, Mara Braaten, Nate Donoho, Cyrilla Grover, Alexis (Nelson) Johnson, David Nelson.
 - ✓ Removed from the roles: Elizabeth (Binner) Becher, Matthew Bischof, Stefan Bischof, Anne Childs, Brad Childs, Emma Childs, Gail Childs, Mike Donoho, Abby Harthun, Melissa Lindholm, Sara Lindholm, McKenzie Olson, Nathan Olson, Brian Snyder, Greg Snyder, Marsha Sperling, Katy Stenerson, Jared Skretvedt, Lindsey Skretvedt, Doug Sperling, Tyson Sperling.
 - ✓ Reinstated Mike Friese and Anna Schlepp.

Submitted by Jean Bowman, Clerk of Session

Nominating Committee

Douglas Dent, Pastor

The Nominating Committee of 2019 presents the following slate of candidates for committee positions. We appreciate everyone who stepped up to serve!

Deacons & Elders

Janet Knapp
Jeremy Jensen
Anne Weinrich
Char Zielin

Mission

Sonja Johnson
Colleen Kennedy
Pam Phillips

Board of Managers

Mark Davenport
Steve Lockhart
*
Rick Schara (1yr)
Skip Zielin (1yr)

Personnel

Beth Schlepp
Heather Rundquist (2yr)

Caring Ministry & Outreach

Mindy Christianson
Linda MacFarlane
Kathy Zimmerman (2yr)
Mary Jones Olson (1yr)

Stewardship

Terry Harrington
*
*

Christian Ed & Youth

Lisa Becker
Renee Larsen
Tanya Sundberg

Worship

Kathy Gilbert
Tessa Nord

Fellowship

Jamie Brause
Samantha Ebert
Sheila Rodning
Bonnie Stock
Jennifer Maanum (2yr)

Audit Team

Larry Bethel (3yr)
James Michael (2yr)
Jerry Nuss (1yr)

2019 Nominating Committee Members: Jake Gustafson, Vivian Whipple, Mary Ann Nead, Tessa Nord, Mark Rodning, Sheila Rodning (Alternate) and Connie Seltz (Alternate)

Submitted by Pastor Doug Dent

Endowment Committee

John Erickson

The Federated Church Endowment Fund saw an increase in activity in 2019. Investment performed well and a total of \$10,000 of grants were awarded in 2019 the following grants were awarded!

1. Federated Church flood damage recovery \$4,000.00
2. Habitat for Humanity \$2,500.00
3. Maine Presbyterian Outreach \$1,500.00
4. Jail Inc. - Jail Ministry \$1,500.00
5. BioGirls \$500.00

As of October 2019 the Endowment Fund had a market value of approximately \$470,000 and is invested through Edward Jones under the oversight of Marcus Meder and the Endowment Committee.

Endowment Committee Members: Donna Hendel, Stephanie Hoff, Russ Larson, 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 began 2019 with a budget of \$7,514 assigned to the committee, \$19,591 for Building and Grounds, and \$6500 for Insurance.

Unanticipated expenses, including excessive snow removal during the winter, the basement flood of July 14, and a furnace boiler repair expense of \$3,500 depleted the committee budget and the Building and Grounds budget. The flood was determined to be seepage from ground water due to heavy rains and was not covered by our insurance. Disaster mitigation following the flood totaled near \$9,000. The Board of Managers applied for and received a legacy grant of \$4,000 from the Federated Foundation for "Disaster Relief." We are grateful for the forethought of the members who established both the Maintenance Reserve Fund and the Federated Foundation. The Board intends to rebuild the Maintenance Reserve Fund with annual budget requests.

Main projects completed in 2019

Air conditioning was installed: Finally!! The bid accepted for Air conditioning purchase and installation was \$68,850. The air conditioning fund totaled \$59,827 with a verbal pledge for the remainder. The pledge was unfulfilled due to death of the member who pledged and lack of instructions in his will. The overage had to come from the Maintenance Reserve Fund.

Flood Mitigation: Due to damage from the basement flood and leakage from the heavy rains that caused it, we were forced to complete the following projects:

- **Installation of a sump pump in the north west corner of the gym.**
- **Replacement of the rotted wooden doors on the addition. (Chapel Doors)**
- **Partial Remodel of Fellowship Hall:** The vinyl room dividers were removed. The cost of cleaning them after the flood was more than removing them.
- **Cleaning of gym closets:** Many of the items stored in the two closets were soaked and needed to be purged and tossed.

We hope we now will have no more leaks into the basement!

The Board of Managers appreciates custodian Pete Konrad who works so hard cleaning and repairing. He was especially challenged this year keeping sidewalks shoveled after last winter's heavy snow and cleaning up after the flooded basement.

Thank you to all of you who help when extra hands are needed on a project. Thank you to the wonderful "kitchen ladies." And Thanks to all of you who just take care of something when you see something that needs to be done. We have a wonderful Church Family.

2019 was a very busy year! Our beloved building hosts our busy congregation in ever so many activities. The Board of Managers strives to keep it in good repair and appropriately updated while preserving its historic character. Hopefully in 2020 we can address some projects that have been on hold while we dealt with unexpected events in 2019.

Board members in 2019: Donna Hendel, Chair, Matt Beske, Steve Lockhart, Chad Nelson, Jane Nelson, Roxanne Nereson (filled a 2 year vacancy), Steve Thompson (filled a 2-year vacancy), Rick Schara and Don Westra. D & E Representatives were Erika Mariotti 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.

2019 Accomplishments:

- Supply Baptism Bags
- Supply welcome bags
- Card Ministry (birthday, encouragement, welcome)
- Contact Potential New Members
- New Member Photos

Thank You:

- to the committee members for inviting visitors to become members
- for handling name tag Sundays
- for sending birthday cards
- for being so willing to help out 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 2020

Committee Members: Mary Jones Olson (Chair), Amy Donoho, Kathy Zimmerman, Barb Becker, and Kitt Schara.

Submitted by Mary Jones Olson, Chairperson

Pastoral Care

Another year has passed and I am humbled and thankful to be greeted and welcomed in into so many families. It is humbling being greeted and welcomed into your space with open arms wish those that may be sick, grieving, anxious about change or elated with excitement and new beginnings. I continue to enjoy learning more about you, hearing your stories, praying together and hearing about your faith journey.

In 2019:

1. Numerous visits have been made to homes, care facilities, the hospital....wherever our people are.
2. A Federated Friends group continues to go out and serve our members. This is a group of individuals who visit an assigned individual monthly, engage in conversation and help keep them connected to the Federated family as they are home bound. These Federated Friends meet quarterly to participate in training, to discuss pastoral care needs and offer resources. This Group also served the first Wednesday Advent meal.

3. Notes and cards are sent to members on special occasions; greetings, sympathy, graduates and those that we are thinking about.
4. In 2019, 30 Boxes of Blessings have been filled and gifted to the Cancer Center in Fergus Falls. Another 24 boxes are filled and ready to be delivered when the Cancer center is in need again. 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. This is a wonderful ministry that Federated does that reaches many individuals in our community.
5. Federated Church has been blessed with many talented knitters/crocheters. These individuals make prayer shawls and baptismal blankets. Fifteen prayer shawls have been given to the Cancer Center in Fergus Falls this year. 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. Two iPads were purchased (in 2018) through the Endowment. 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. Weekly worship services are uploaded to the Federated YouTube Channel for 'snowbirds' and homebound individuals. It is another great use of technology and keeping in contact with our people.
8. An established group of Registered Nurses take turns doing blood pressure screenings one time per month. This typically takes place the first Sunday of the month. There are a handful of individuals who take advantage of this ministry monthly. Thank You nurses for sharing your gift.
9. Monthly coffee and fellowship at both Pioneer Care center and The Village Co-op. Fellowship at Pioneer for Federated residents the 3rd Tuesday of every month and the 4th Tuesday of every month at the Co-op. This is great chance to catch up with residents and welcome visitors and chat and see familiar faces.

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 & baptismal blankets.

Blood Pressure Screeners-Connie Seltz, Bonnie Gondrez, Barb Becker, Barb Meder & Jeanette Haas
Submitted by Rebekah Meder, Director of Pastoral Care

The 2019 year brought new opportunities and new faces to the Federated Church! The following recap highlights the ministries of this past year.

Children's Ministries

Kidz Club: During the spring of 2019 Kidz Club continued the 2018-2019 theme of "The Year of Jesus" by learning the "I AM" statements found in the Gospel of John. Crafts and stories corresponded to the lessons, and gym time remained a highlight for this active group! This fall we learned about the Holy Spirit through the stories in the Acts of the Apostles, using video clips and stories relating the adventures of the apostles. In addition, we explored how the Holy Spirit helped bring the message of Jesus to various peoples and places, focusing our crafts on Christian or Christmas traditions from around the world. Brian Jensen taught the music component each week, and the children sang in church in November. We ended our fall/winter session by preparing and presenting "Christmas Around the World" as our Christmas pageant, which told the movement of Christianity around the world throughout history. It was a great year, and we continue to add new children to our group! Our strong volunteer base makes this ministry possible and successful, so a HUGE thank you to Renee Larsen, Char Zielin, Caroline Anderson, Madalyn Dent, Terry Harrington, and Tate Preston.

Vacation Bible School: Vacation Bible School was energetic and fun this year, as we once again invited our older high school youth to help as student leaders alongside the Clearwater Forest counselors! This is proving to be a great combination for a successful week, as our elementary-aged campers LOVE spending time with our youth group leaders! Our adult volunteers always comment on how smoothly the week goes with these extra hands to help with gym time, craft time, and serving food; and the counselors really appreciate having young people who know a lot of the campers and can give guidance and support with personalities and needs! In addition, we started a new component to VBS for our middle school youth, which will be highlighted below. We had a large number of new faces again this year. We always invite new children to come to our school-year Wednesday programming, and so we added some children to our regular ministries!

Sunday School: Our 2019 Sunday school year tied to the same theme as Kids Club this spring—focusing on Jesus, and this fall we jumped in with the Acts of the Apostles and the Holy Spirit. We kept several of our Sunday school teachers from past years—Jona Brown, Madalyn Dent, Sammy Ebert, Karen Bush, Carri Thompson, Steve Thompson; and we added Ashlyn Eckhoff, Shelby Eckhoff, and Hollis Davenport. Our Sunday school teachers truly bring enthusiasm and quality learning to our kids, as well as love and support!

Middle School Ministries

Confirmation: In the spring we added 7 new members to the church through our 9th grade confirmands! This was a great, close-knit class and a pleasure to work with these past several years. This fall we added a large, active 7th grade class to our sizeable 8th and 9th grade classes! We headed to Clearwater Forest for our annual Confirmation Retreat in early October, where we focused on the theme of the Holy Spirit, using lesson time and worship. Even with rainy, cool weather we managed to enjoy the outdoors through games, canoeing, and hiking. In addition to most of our current confirmands, we had several older youth who LOVE being a part of this weekend and who come along to help with leadership in discussions, games, and kitchen help. This has developed into a really special tradition which will hopefully continue in years to come! We had GREAT adult leadership with Jordan Schiefert, Tanya Sundberg, Jerry Nuss, Hollis Davenport, and Molly Stoddard. This is truly one of the highlights of the fall!

Middle School Youth Group: Once confirmation ended in February, we began our middle school youth group—meeting after school on Wednesdays for games and fellowship. This is the third year we have run this ministry as an opportunity to continue building relationships with one another and offer a fun break from all the learning in confirmation. We enjoyed games in the gym, discussing related topics, and doing some special activities. Out of our weekly gatherings, we discussed adding a special component to the Vacation Bible School week for this age group, and so we tried it out! It turned out to be a huge success! We met each day during VBS, participating in portions of the regular activities, and then breaking away to do more service-oriented projects. We put together Boxes of Blessings and delivered them, we painted Bible verses on rocks and placed them in various places around town with the idea that the person who found one of them may have needed that message, and we went alongside church members who delivered Meals by Wheels. Many of the kids who participated shared later that this was a highlight of their summer!

Senior High Ministries

Guatemala Mission Trip: The BIG event of 2019 was definitely the Youth Guatemala Mission Trip, taken in mid-February. After working hard over an 18 month period to raise the funds to get there, thirteen youth and seven adults spent a week at the House of Hope in Zacapa, Guatemala. We had a wonderful experience doing various building and cleaning projects, making curtains, and enjoying time with the children and youth at the orphanage as well as with each other! In addition, we installed MANY stoves in village homes over a two-day period on the journey, while braving the mountain roads and heavy lifting! Additional events there included time in volcanic hot springs, worship in modern and village churches, an evening ice cream outing, and a night and morning in Antigua, Guatemala. Great memories and faith-building fellowship were had by all! After such a grand late-winter event, we continued to enjoy gathering each week for youth group—even sharing a Guatemalan meal with the congregation during the Lenten worship series. During the summer we got together for a Valley Fair day, VBS, a Lake Day, Game Day, and other fellowship events. This fall we started up again meeting on Wednesdays for games, fellowship, movies, and learning. We had a lock-in in November, and rounded out December with a newly-added service opportunity where our youth (middle school and high school aged) tagged into delivering Meals by

Wheels with our adult volunteers on the Fridays of our scheduled church weeks. Afterward the youth got to go out to lunch before heading back to school. The general consensus is that they DEFINITELY want to continue this service each time our church is assigned to deliver!

Women's Bible Study

During the spring of 2019 our weekly women's Bible study finished out studying the Revelation of Jesus Christ to the Apostle John—a tremendous undertaking! Over the summer the same weekly group met to do more in-depth study of the series Pastor Doug did on the Minor Prophets. This fall we began the Acts of the Apostles. Each session sees new faces added—it is a great group for serious study and deep fellowship. In addition, a special summer Bible study group met on Monday late afternoons to go through the book *Looking for Lovely* by Annie Downs. Each Bible study group is unique and special, and great for deeper understanding of God's word as well as relationship-building and fellowship.

Overall, 2019 proved to be a year of NEW EXPERIENCES, NEW FACES, and DEEPER RELATIONSHIPS with GOD and ONE ANOTHER! God blessed the Federated Church!

Submitted by Karen Anderson – Dent, Directory of Christian Education

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 2019:

- Chili Cook-off (January 2019) Several dozen church members (and families) stayed after church on January 13th to enjoy crockpots of chili provided by participating chefs.
- Family Game Night (March 2019) Several families spent a Saturday evening at the church playing board games and bingo. Pizza, snacks and refreshments were provided by the committee.
- Softball Breakfast and Silent Auction (March 2019) Over \$1000 was raised for our softball team at this popular annual event.
- Mystery Dinner (April 2019) Our committee decorated the gym and adjoining hallway to emulate a high school prom setting. 15-20 couples enjoyed an evening at the "prom" and heavy hors-d'oeuvres. They also solved a murder mystery.
- Softball Tail-gating Event (July 2019) Over 40 softball fans and players arrived an hour early for the game to enjoy a picnic-style potluck meal served up by our committee (catered by Subway).
- Rally Day (September 2019) A large crowd stuck around after church to enjoy home-made pulled pork sandwiches and fresh corn-on-the-cob from a local farm. The people at the tables competed in team-trivia, bingo was run in the parlor and the younger children enjoyed the bouncy house outside.
- Pie Social (October 2019) This has become one of our large events with about 40 pies being contributed by our talented pie-bakers. Rick Schara and ring-man Gerry Worner auctioned off the extra pies, raising about \$400 for our committee.

Goals for 2020:

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

2019 Fellowship Committee Members: Dennis Bowman (chairperson), Mary Ann Nead, Lovell Hultin, Ann Kalar, Cheryl Anderson, Matt Solin, Bonnie Stock, Sammy Ebert, Sheila Rodning, Dave Nord, Gail Welle and D&E Liaison: Kurt Johnson

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 Mission Committee chose "Local Mission" for our focus in 2019.

We had two Muffins for Mission offerings at our outdoor services – one being in June and the other in August during our Blessing of the animal's service. Respectively we donated to Boxes of Blessings in June and to the Humane Society for our August service. Other special offerings throughout the year were: One Great Hour of Sharing on Palm Sunday and the Christmas Joy offering on December 15th.

Federated's congregation was able to help with the Habitat for Humanity build in October.

The Mission Committee along with Haiti Mama placed a Christmas tree in the narthex. The tree is adorned with 100 ornaments and a prayer card attached to each ornament. This mission of Haiti Mama is to help Haitian families reunite. A dollar amount is on each prayer card and the donor commits to 100 prayers throughout the year.

This year, the Mission Committee again gave our 8 confirmands dollars to donate to a charity of their choice. A lump sum was given. The Mission Committee is hoping to encourage discussion among the confirmands, with all coming together to make their decision about how dollars will be dispersed.

We continue to be a big part of helping with Meals by Wheels in Fergus Falls. Federated delivered meals in January, April, June, September and December. For two weeks at each obligation. During deliveries this summer and in December the youth at Federated have been able to be helpers for the drivers of Meals by Wheels. This has been a great opportunity for our youth and our drivers.

Our budget this year was \$3,000. Recipients for these dollars are as follows, in no particular order: The Matthew House, Bibles for the Church, UCC Disaster Relief Fund, Presbyterian Disaster Assistance, Jail Inc, Clearwater Forest Camp, United Way Back Pack Program, Otter Cove Children's Museum, and Local Mission Fund at Federated Church.

Members on the Federated Mission Committee are: Sonja Johnson, Paul Shol, Carolyn Anderson, Jake Gustafson, Michelle Loomer, Cindy Holte, Peg Kalar, Melinda Weinbar, Wayne Link (D&E Representative).

Submitted by Sonja Johnson, Chairperson

Personnel Committee

Jon Steinbrenner

The Personnel Committee supervises the work and compensation of our church's staff. During this year we continued to see adjustments to our staff and the expansion of responsibilities to existing personnel. We have seen 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 Director of Christian Education by Karen Anderson. Carol Andstrom resigned her position as church organist effective March 12th, 2019. Her resignation was received by the personnel committee and accepted by the Deacons and Elders. Molly King has served as the church accompanist in collaboration with the Pastor and the Director of Music Ministries. 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, Beth Schlepp and Jon Steinbrenner (D&E representative/chairperson)

Submitted by Jon Steinbrenner, Chairperson

Stewardship Committee

Carri Thompson

The Stewardship Committee worked with the theme "Focusing on Discipleship" in the campaign for the budget-year 2020. This play on words for 20-20 vision fits with the concept of perfect sight as the congregation sets goals and focuses on strengthening our discipleship.

The acronym FOCUS in our church family guides us in the areas of:

Faithful Worship

Open-Hearted Generosity

Courageous Missing & Service

Unconditional Hospitality

Strategic Faith Development

The Stewardship Committee worked this year with the "O"; Open-Hearted Generosity with the goals of 20 new pledges and 20 increased pledges. The congregation is very close to exceeding both of these.

The guidance for these goals and a focus on discipleship is from 1 Peter 4:10, "As each has received a gift, use it to serve one another, as good stewards of God's varied grace."

Special thanks to Pastor Doug Dent and D & E Representative Kathy Truax, for guidance and committee members: Terry Harrington, Grant Davenport, Vaughn Ebbighausen, Mike Shol, Millie Pearson, Russ Larsen, Greg Truax, Bill Kalar and Carri Thompson.

Submitted by Carri Thompson, Chairperson

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 enabling 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 Federated Church Choir rehearses on Wednesday nights at 7:30 pm from August until May. The choir sings during worship at least three Sundays per month, and at other special services and events throughout the year. They presented a Christmas cantata or concert in early December, and sang for a Lenten service this year. Most of our songs come from Federated's large music library, and we hope to purchase a few new, high-quality compositions each season. We are blessed with a dedicated group, and we are always looking for new and returning singers. We strive to provide a friendly, welcoming environment and musicality that engages the congregation in the message and spirit of each worship service.

Submitted by Brian Jensen, Director of Music Ministries

Bell Choir

The Handbell Choir is an exciting and experienced group that plays beautiful music, and enjoys working together toward a common goal. They begin rehearsals in September on Wednesday evenings at 6:00 pm, and participate in worship once per month, usually the third Sunday of each month, until May. They were part of the Christmas Concert this year and also will play on other special occasions. We have 10 standing members are actively seeking several more. If you are interested, please contact Brian Jensen, Director of Music Ministries, via the church office.

Submitted by Brian Jensen, Director of Music Ministries

Praise Team

The Praise Team is a growing ministry that participates in worship 2+ Sundays per month, leads our *Worship in the Park* services, and aims to be a vital element of worship throughout the year. The group rehearses at 5:30 pm on Tuesday evenings, playing contemporary Christian songs, and new and traditional hymns. This group includes male and female singers, and an expanding variety of instrumentalists. We've been blessed with several new instruments over the past year, and strive to use them in creative ways, utilizing the strengths of our group and with the goal of best serving worship at Federated Church. As with all of our groups, the band continually welcomes new members. Please contact Brian Jensen via the church office for more information.

Submitted by Brian Jensen, Director of Music Ministries

With Grateful Appreciation...

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

Erik Anthonisen	Renee Larsen	Beth Schlepp
Lisa Becker	Steve Lockhart	Patty Shol
Vaughn Ebbighausen	Linda MacFarlane	Paul Shol
Sammy Ebert	Chad Nelson	Bonnie Stock
Kathy Gilbert	Tessa Nord	Kathy Truax
Terry Harrington	Mary Jones Olson	Mike Walls
Sonja Johnson	Millie Pearson	Kathy Zimmerman
Anne Kalar	Sheila Rodning	
Colleen Kennedy	Rick Schara	

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, 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, Kidz club volunteers, VBS 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.

Thank
You