

FAITH LUTHERAN CHURCH
Annual Meeting
April 30, 2017

- I. Call to Order** – John Sorensen
- II. Opening Devotions** – Pastor Sarah Trone Garriott

III. Introduction of Council Members

John Sorensen, President
John Bunz, Vice President
Renee Wood, Secretary
Nate Stone, Treasurer
Judy Akre, At-Large
Hope Johnson, At-Large
Brad Clark, At-Large

IV. Approval of July 2016 Budget Meeting Minutes

V. Business

- A. Report Highlights
 - i. President's Report—John Sorensen
 - ii. Senior Pastor's Report – Pastor Randy Olson
- B. Election of Council Members—John Bunz, Nominating Committee Chair
- C. Election of 2017 Synod Assembly Voting Members – John Bunz, Nominating Committee Chair
- D. Election of 2017 Endowment Committee Member – John Bunz, Nominating Committee Chair
- E. Election of 2017 Audit Committee Member – John Bunz, Nominating Committee Chair
- F. Election of 2017 Nominating Committee – John Bunz, Nominating Committee Chair

VI. Closing Prayer – Pastor Sarah Trone Garriott

VII. Adjournment

FAITH STAFF

The Rev. Randy Olson, Senior Pastor

The Rev. Sarah Trone Garriott, Associate Pastor

Dr. David Johnson, DSM, Director of Music Ministry

Cindy Johnson, Music Ministry Coordinator

Bev Duffy, Organist

Jake Bouma, Director of Youth and Family Ministry

Erika Weber, Co-Director of Children and Family Ministry

Andrea Stone, Co-Director of Children and Family Ministry

Heidi LaBounty, Preschool Director

Julie Crane, Business Administrator

Lynnette Sorensen, Publications Coordinator

Miranda Kurtt, Communications Coordinator

Kim Jerdee, Wedding Coordinator

Ruth West, Custodian

Kala Zanoni, Office Manager



MEMBERSHIP REPORT

Membership, end of 2015 **1,854**

Members received during 2016

by baptism (children)	13
by baptism (adults)	1
by affirmation of faith	34
by transfer from other ELCA congregations	2
<i>Total members received this year</i>	50

Members removed during 2016

by death	12
by transfer to other Lutheran congregations	26
by release	12

Total members removed this year **50**

Membership, end of 2016 **1,854**

BALLOT

April 30, 2017

Check here to vote for the entire slate of named candidates as printed below. Otherwise you may vote by checking off or writing in names for each individual position listed below.

Church Council

Vice President (term expires 2019) Chad Thompson

Write-in _____
Please note: The Vice President shall be elected annually for a one-year term and shall automatically accede to the office of President for one year thereafter.

Secretary (term expires 2019) Marti Jensen

Write-in _____

At-Large (term expires 2020) Andy Wood

Write-in _____

Endowment Committee

Member (term expires 2020) Marshall Grabau

Write-in _____

2017 Synod Assembly Voting Members

Members 1.Hope Johnson

Write-in _____

2017 Nominating Committee

Members *Marva McCarty, Roger Garrett, Marv Johnson, Casey Miller and Sandy Niland*

Write-in _____

Audit Committee

Member (term expires 2020) Cory Koester

Write-in _____

Nominating Committee

John Bunz, Chair, Marshall Grabau, Heidi York, Dan Dickman, Steve Steinbronn

Council

John Sorensen, President; John Bunz, Vice President; Renee Wood, Secretary; Nate Stone, Treasurer; Judy Akre, At-large; Hope Johnson, At-large; Brad Clark, At-large

COUNCIL PRESIDENT

John Sorensen

April 2017

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

This verse from 1st Peter serves as a reminder that each of us is blessed with unique gifts from God. As Council President this past year, I have been consistently reminded of the gifts of our congregation and staff - and the selfless ways you offer them in service to others. Praise be to God!

This past year, it was exciting to see our *Renewing Faith* Capital Campaign investments come to fruition with the addition of classroom and office space, a music room, and new restrooms. In addition, critical maintenance was performed on our parking lot and courtyard. We are on target to meet our commitment to the ELCA's *Always Being Made New* campaign - targeting world hunger, poverty and disease, while supporting the future of the Lutheran Church in America. Assuming our needed repairs to the Sanctuary's lantern windows come in as anticipated, we will be able to apply additional dollars to debt relief – freeing up operating funds for ministry in the future.

This is cause for celebration! We have a church facility that is a functional, welcoming environment for all who enter, and a source for outreach to our community and the world. Special thanks to the Project Management Team, led by Tom Quick. And, an extra special thank you to Don Beck, whose tireless work on this project was a blessing to us all.

The other significant project undertaken by the Council this year was our visioning and strategic planning process. This initiative was greatly enhanced by the full member survey conducted in 2016. The feedback drove the development of our action plans for the future, and it influenced church leadership decisions though out the year.

We found tremendous member satisfaction in our ministries, music, staff and church governance. At the same time, every organization must tailor their activities to reflect a constantly changing world – while holding true to their foundational tenants. Our church is no different. So, we gleaned these near term priorities from feedback we received from the congregation:

- Reach new people and incorporate them into the life of the church.
- Strengthen the process by which members are called and equipped for ministry and leadership.
- Develop ministries that work toward healing those broken by life circumstances.
- Expand outreach ministries to those living on the margins of society.

Real progress in these areas will require members of the congregation who have a passion for them to step forward and provide leadership. I look forward to seeing what we can accomplish together!

For by grace you have been saved through faith. And this is not your own doing; it is the gift of God – Ephesians 2:8.

SENIOR PASTOR
Randy J Olson

April 2017

Visioning & Priorities

It is the primary responsibility of the church council to see the big picture and work toward a unifying vision for our ministry faithful to the gospel and to the giftedness of the congregation. While this can be a rather slow process, I am grateful for how our council continues to care for this vital part of our work. Utilizing our congregational survey with additional input of leaders and staff, the council has settled on a handful of priorities for the near future. While they are fairly modest in scope, they do begin to define the next steps for us. I have observed that all four priorities reflect areas that are not currently staffed. So the question about alignment of resources is an important one. While there is good energy around certain ministries, there are a number of activities and groups where we feel a lessening of energy. Some of this is normal. Some things we will need to simply let go of in light of priorities. And some approaches will need to be changed.

Healthy congregations are places where worship is central, activities are faith forming and people feel that they are making a difference. Generosity of time and treasure is a natural response to relationships shaped by the gracious presence of the Spirit. Without this kind of vitality it will be impossible for us to move forward on those things that we have named together as being important to Faith in this moment in time. We have a wonderful opportunity to be further renewed in our participation as we celebrate a successful capital campaign and the incredible generosity that made it happen. While it is normal for congregations to catch their breath after campaigns it is also possible for congregations to find a fuller stride in their mission, discovering new ways to serve. And more often than not this happens in the many small on-going ways each of us shares in being church together.

Daily Ministry

My pastoral responsibilities at Faith continue to be a source of joy and gratitude in my life of faith. Sharing in preaching, teaching and pastoral care with Pastor Sarah brings a consistent pastoral presence to the congregation. From there we are able to help others make caring connections and to foster an environment of support and concern all around. With over 200 new members received in the past four years, we have become aware of the importance of finding the best ways to involve them in ministry. They truly make a difference with their energy, stories of faith and perspectives. We also discover opportunities for teaching and involvement around the many baptisms we continue to celebrate at Faith.

Leadership

Rich possibilities for congregational ministry emerge from faithful leadership. A heartfelt thank you goes out to all who take time to care about the life and mission of the church. As leaders lead, our prayers, encouragement, support and gratitude for them are incredibly important to the well-being of all that we do together! It is our privilege to always be raising-up, equipping and supporting leaders in our midst. Leadership development will need to begin to occur on all fronts if we are to strengthen our participation, foster healthy community and to move forward with our vision.

ASSOCIATE PASTOR

Sarah Trone Garriott

Annual Report 2017

Growth and Discovery

It has always been important to my ministry to take an active role in education for all ages. I taught the 8th grade confirmation class again this year, focusing on the New Testament through story telling—the stories of our own life and how they connect to the story of God and God’s people in the scriptures. I enjoyed learning about caves in last summer’s VBS and had a lot of fun finding creative, hands on ways to connect the theme to the scriptures. Each year for the annual Women’s Retreat (Dialogue) I have assisted with planning and presented on an aspect of the year’s chosen topic, as well as coordinating and leading worship for the event. Throughout the year I have led new member classes, baptismal orientations, and communion education for children. As part of the Emmaus adult education team we have made an effort to respond to the findings of the “CAT” survey, with a video series sharing our own stories of why life-long learning is important to us, surveying existing adult education participants for feedback and new ideas, and conducting focus groups to reach out to underserved populations. In February our Adult Sunday School series on our neighbor’s religions had a very positive response from the congregation, with speakers from the Jewish Federation, the West Des Moines Sikh Temple, the Islamic Center of Des Moines, and the Iowa Atheist/Freethinkers.

For my own continued learning I attended the Festival Gathering of Biblical Storytellers in Washington DC in August, where I focused on techniques for teaching others storytelling. In September I took part in the fall Theological Conference for the Synod in Davenport. In February I participated in an AMOS (A Mid-Iowa Organizing Strategy) Clergy Training, learning strategies to gather and empower communities in common efforts.

Praise and Worship

The seminars I attended at the Festival Gathering of Biblical Storytellers were put to use as I worked with the 5th and 6th grade Sunday school students in preparation for the CFM Christmas Program. In the Sundays leading up to the service, we learned aspects of storytelling and each student practiced committing a line of Matthew 3:1-12 to memory. The students worked together to prepare the sermon. Because the students would only be present at the 10:30 service, I recorded and edited a video of the gospel and sermon in order to share their work with the weekend’s other worship services.

In the past year there were several ways I sought to lift up the work of the community in worship. During the summer I filmed and edited a video about Family Promise that was shown during worship to encourage greater participation in the program. The God’s Work Our Hands effort was featured very visibly in September worship, with leaders and worshippers in their gold t-shirts and later a picture slide show to celebrate the work. To highlight the school supply drive for Crestview Elementary, we piled dozens of backpacks on the chancel and blessed them in worship. In order to highlight Hunger Awareness Month, Sarai Rice from DMARC preached one weekend in October. To draw attention to our seminary students, Wartburg student Tania Schramm preached in January. Several of the participants who had attended the Women at the Well worship service at the prison in Mitchellville shared during the following week’s worship service.

Outreach and Service

I continue to serve as the Dean of the 10th Conference of the SEIA Synod. In that role I coordinate quarterly meetings of the conference, seek to be an intentional colleague to other rostered leaders, and provide timely communications. This winter I worked with Lutheran Services in Iowa, Pr. Minna Bothwell of Capitol Hill LC, Pr. Chris Olkiewicz of Windsor Heights LC, Luis Arredondo and Pr. Mike Housholder of Hope LC to write a resolution for the upcoming Synod Assembly in support of refugees.

Last spring I joined the Board of Directors for Luther Care Services/Luther Park. A joint ministry of the ELCA and the LCMS, taking part in leadership is a way for me to support the ministry of the church in elder health care. This January I joined the Board of Directors of Lutheran Lakeside Camp. I am learning a lot about camping ministry as another expression of the church in the world.

This year I have become active in Interfaith Alliance and AMOS. I have made wonderful connections to ecumenical and interreligious colleagues through those groups. The connections I have made through interfaith Alliance were especially helpful as I coordinated speakers for our adult education series on religions in our community. I was honored to be asked to speak at the recent interfaith “Freedom to Believe” event at the capitol, and in my remarks I shared how learning about our neighbor’s faith in that adult education series had helped us to grow in our Christian faith.

This past January I assisted the Bishop of the Western IA ELCA Synod, the Bishop of the Episcopal Diocese of Iowa, and Judicatory leaders of the Presbyterian Church USA and the UCC to plan and implement an ecumenical worship service/conversation at Drake University during the Week of Christian Unity. The ecumenical colleagues I have made through the Iowa Interfaith Alliance and AMOS proved to be a great resource for the event.

This Spring I wrote preaching commentaries on the scriptures for Ascension and the Seventh Sunday of Easter that will be published in Lutheran School of Theology at Chicago’s Currents in Theology and Mission Journal.

Community and Generosity

While it often comes up that we need to create a “time and talents” database as a way to connect and involve, I firmly believe that there is no substitute for personal connection. I make a regular practice of taking visitors out for a cup of coffee, and through conversation finding ways to help them explore and connect with the congregation. I give thanks for all those leaders who follow up on my referrals and personally reach out to new folks and extend an invitation to their ministries. In the same way, the lay leaders who attend the new member class and spend time in conversation with new members take an active role in welcoming and connecting.

This past September, our first “God’s Work, Our Hands” Sunday involved 130 people and 6 community organizations. It was so joyful to see people of all ages working together to raise money for DMARC at Hy-Vee, digging potatoes for the food pantries at Faith and Grace Gardens, assisting a refugee farmer at LSI Global Greens Farm, cleaning up the grounds of Crestview Elementary, picking up litter on the bike trail, assembling literacy kits for LSI, Singing at Luther Park’s Trinity Center Nursing Home, and brightening the day of passing motorists with “project smile.”

This year I worked with CFM to make a bigger impact with the school supply drive. Focusing on collecting cash rather than items we were able to raise \$2,587, enough to purchase supplies for each and every kindergartener at Crestview.

Noisy offering for October’s Hunger Awareness Month raised \$1,766. The congregation is really getting the message that every dollar given to DMARC has 6 times more purchasing power than the dollar we might spend at our local grocery store.

This Christmas I brought together a group of Faith folks to set up and help Family Promise children decorate a Christmas tree at the Gathering House. Unfortunately, there were some surprise changes in residents, leaving us with no children to help decorate. However, we had a great time decorating the tree and it was enjoyed by the guests who stayed over Christmas. Seeds of Faith chapel offerings and donors from the congregation made it possible to provide presents for the families staying with us over the holiday. Presents even found their way to the residents who left shortly before Christmas.

The 8th grade confirmation class is coordinating Sunday bake sales to raise \$500 to buy a pig as part of the Synod effort to raise money for ELCA World Hunger. The class will decorate the plywood pig and send it on to be displayed at Synod Assembly.

DIRECTOR OF MUSIC MINISTRIES

Dr. David Johnson, D.S.M.

April 2017

Overview

As I finish my fifth year as Director of Music Ministries, I find myself being so grateful for the strong and vibrant community of musicians that give of their time and talents throughout the year. I am also grateful for all the behind the scenes folks who take care of the weekly needs of our worshipping community. The worship and arts needs of a congregation of this size are vast and varied. Altar Guild, Fine Arts, Usher and Greeters and Worship Coordinators all serve an essential and unique function at our services, and we could not function without them. We are blest to have Suzanne Mineck as Chairperson who has revitalized this talented group of folks with a sense of purpose and consistent content driven monthly meetings.

The musical ensembles are all in wonderful shape. Our current numbers show that we have 75 children (pre-k through high school) and 80 adults involved in our different choirs and ensembles. Alana Feeken, Fran Patrick, Don Beck, Becky Bryant, Lori Theilen and Bev Duffy make up a wonderful team of experienced and talented musicians/conductors and teachers. As most of you know, the children's musical is a very important part of our ministry here at Faith. Once again, Fran Patrick Artistic Director, Producer Holly Meagher, and crew did an amazing job – in my opinion, this was one of the finest musicals presented. Saturday evening worship has seen growth both in numbers and music as Crossroads continues to lead and teach the congregation. It is also important to note that Wednesday evening programming for our children has changed to an emphasis on music. We have added two Handbell choirs for our youngest musicians. I am looking forward to many more years of developing this program for our children.

Administration of the Worship and Arts Ministry is in great shape. After five years, we are saying goodby to Diane Johnson as Coordinator for the Music Ministry. And we welcome our new Coordinator, Cindy Johnson. The music coordinator handles all the communications for scheduling of choirs, pianists, assisting ministers and special vocalists for Saturday evening services when needed, as well, they prepare the folders for Saturday night musicians, and take care of all folders for the Chancel and Jubilate ensembles. Diane's professionalism and hard work have culminated with the entire music library being electronically cataloged.

I feel blest beyond measure to be the care taker of this wonderful community of faithful servant musicians. I look forward to what is to come for them in the future.

Warm Regards,

Dr. David Johnson, D.S.M.
Director of Music Ministries
Faith Lutheran Church

WORSHIP MUSIC ARTS

Suzanne Mineck, Chair

April 5, 2017

Blessings from the Worship, Music and Arts Team!

2016-2017 proved to be another year filled with efforts to share joy and thanksgiving through worship, music and the arts. Many of those efforts only happen because of the tremendous dedication and commitment of volunteers. Whether it is through ushering, alter guild, sound, sanctuary enhancement, art throughout our gathering spaces, instrument and vocal ensembles, or the overall coordination, we thank our many Faith members and leaders.

While there are many, a few highlights of this past year are as follows:

- Wednesday programming for our children and youth moved to have a primary focus on music through chimes and voice. What great sound you can hear up and down the halls on Faith Nights! This would not have been possible without our dedicated volunteers and directors! Thank you!
- Our vocal and instrumental ensembles continue to grow. Such a beautiful ministry across all generations of our Faith community. A special thank you to our skilled directors of these ensembles!
- Faith held our 30th Annual Children's Musical! A huge thank you to our many talented kids, dedicated parents and phenomenal volunteers as well as to Erika, Andrea, Fran and Holly for their leadership!!
- Saturday evening worship continues to see tremendous growth. Immense gratitude to all who volunteer to bring music and word to this worship service.

Finally, as gratitude seems to be the theme for this year's WMA report - three special words of thanks. First, to our WMA Director, Dave Johnson. We continue to be inspired by your talent and energy! Second, to Diana Johnson! For the past 5 years Diane has tirelessly volunteered as Music Coordinator – cataloguing a huge library of music and coordinating many many elements of our WMA calendar! Thank you, Diane! We are now so pleased to have Cindy Johnson stepping into this role. And finally, to our Pastors and the entire ministry staff of Faith. Thank you for being shepherds of this flock. We are filled with gratitude to walk in this journey of faith with you.

Soli Deo Gloria!

FELLOWSHIP MINISTRY TEAM

Laura Blum

waukeebulum@q.com

Annual Report April 2017

Mission Statement: The Fellowship Ministry Team creates a welcoming environment to congregational members and guests and provides social opportunities to build relationships and grow in Faith.

Baseball Outing: This outing was held on Sunday June 5, 2016. We had thirty- three people attend. Cost was \$11 which included game ticket and tailgate. Carl and Regina Nestingen prepared the meal and Shaunda Murphy organized the tickets. Game Day for 2017 is set for Sunday June 4. Due to conflicts we will not be having a tailgate this year. Ticket price will be \$7.00

Golf Outing: This outing was held on Sunday Sept. 18, 2016. We had forty-eight golfers participate and another eight guests enjoy a meal and fellowship. The event was held at Hillcrest Country Club in Adel. Committee members were Marty Dunn, Craig Murphy, Judy Campbell, Don Judisch and Laura Blum. The outing for 2017 will be held on Sunday September 17th at Hillcrest Country Club in Adel.

Golf Outing Proceeds: We supported Family Promise, Crestview Elementary, DMARC, Faith Stitchers (support of LSI Senior Center), God's Work Our Hands, purchased a few new kitchen items and additional beverage cart with funds from the golf outing.

Faith Feast: Fellowship supports this through recruiting volunteers to help set-up, serve and clean up. We currently have five teams that rotate Wednesday evenings. It was decided to have Hy-Vee cater the meals this year and currently we are rotating four different menus. We serve between 35-50 each Wednesday evening for Faith Feast. The last three Faith Feast dinners will be supported in house by Regina Nestingen, Becky Mayer and Laura Blum.

Craft Night: This event was held on October 20, 2016. We had a great turn out with some new craft items. Becky Mayer, Sandy Niland and Missy Reents organized this event. Craft night for 2017 will be held on Thursday Oct. 19th.

Faith Women's Dialogue: This event was held the weekend of April 7-8, 2017. This year's theme was 'What Wise Women Do'. Committee members were Pastor Sarah, Beth Brauer, Shirley Wise, Marilyn Gibbs, Dr. Barbara Cavallin, Jan Reicks, Dee Paddock, Madeline Quick, Judy Quick, Jill Waage and Mary Ellison.

Dinner Groups: Dinner Groups had two official outings this year. In July twenty-eight to thirty volunteers gathered at DMARC Food Pantry to sort food items and then adjourned to Exile Brewery for food and fellowship. In November, several people participated in the Family Promise Cook-off. Thank you to Jan Burch and Bob Mitchell for organizing this group.

Cooking Club: This group meets the 2nd Thursday of each month at the Gathering House. Ten-twelve people attend regularly.

Kitchen Clean -Up: With the help of many Faith members a kitchen clean up and organizing was done early Fall.

Storage Closet #1: This closet is located just outside the North double doors of St. Michael's Hall. It was emptied, cleaned and shelving added. This closet holds extra-large kitchen items along with table cloths and items needed for funeral luncheons. Faith Stitchers also store items in there.

Faith's Fellowship Ministry Team is a hardworking and dedicated team! The following Faith members have served on this team during the last year. Shaunda Murphy, Becky Mayer, Regina Nestingen, Tammy Steinwandt, Jerry Grabau, Mary Ellison, Ann Taylor, Judy Campbell and Laura Blum - Chair

CHILDREN & FAMILY MINISTRY

Erika Weber & Andrea Stone

Annual Report

Service & Outreach

Summer camp/camp scholarships – All of our fundraising efforts this year have been for our summer camp scholarships. Our goal is to be able to pay for half of all Faith children who attend Lutheran Lakeside Bible Camp the week of July 16th. As of today we have 15 kids registered. We will be attending camp with the kids and staying as guests at Lakeside. We hope to continue to grow outdoor ministry with our children and create a tradition of summer camp.

Beer Tasting – July 2016 we hosted a craft beer tasting. This event raised \$600 and had 30 couples attend. We are looking to move this event to October to hopefully increase participation.

VBS – We were able to host Vacation Bible School 2016 as a free event! We had over 130 campers and 100 volunteers. Hosting as a free event will continue. We anticipate having over 150 campers and will offer an amazing week to our kids and the kids in the community.

Personal Care kits – breakfast bags – The Wednesday night choirs spent an evening putting together care kits and oatmeal bags that were donated to Central Iowa Shelter Services. We read a book and talked about homelessness.

Pulled pork lunch – We will host a luncheon on April 30th to celebrate the end of the Sunday school year. The kids will be singing at the 10:30 service. We will be accepting free will donations that will go toward camp scholarships.

Community & Generosity

Mother Son Dance – There were over 200 attendees at this year's Mother Son Dance! This was the third year for the event and we are thrilled to see it continue to grow. The event netted close to \$2000.00 to go towards our summer camp scholarship fund.

Day Camp – The weather was against us this year for our MLK day camp. We had hoped to have counselors from Lutheran Lakeside to come and spend the day with our kids. Due to an ice storm we had to cancel. This event would have raised \$1000.00.

Crestview Backpacks and School Supplies – As a service project for August, we had members of the church donate school supplies and backpacks for kindergartners at Crestview Elementary. There was also the option to sponsor a kindergartner with a monetary donation. This project was emphatically embraced by our members and we raised \$2500.00. These funds purchased school supplies and backpacks for all Crestview Kindergartners and the leftover funds of \$796.00 were given to the kindergarten teachers for classroom supplies. The kids spent a morning organizing the supplies and stuffing the backpacks.

Clive Community Services – Easter baskets – We are currently collecting donations for supplies for Easter baskets. Items include children's socks and underwear. Faith's children will be decorating cards to accompany the baskets Palm Sunday.

Halloween Party and Easter Egg Hunt – Special events have been moved to the timeframe between services. Parents have expressed this time works better for scheduling and we have experienced very good attendance.

Praise & Worship

Wednesday Faith Night - We feel the change to make Wednesday nights music and arts focused has been a positive change! Our goal is to continue to increase CFM participation in worship and having the choirs performing is one way to do that. We hope to expand upon what has been accomplished this year and have the children's choirs performing more in worship. Recently the kids were taken through an art project. The results can be seen on the walls in the lower level. We are excited to expand upon the art component next year.

Curriculum was purchased for our Giggles and Grace class (birth to 4). Frolic is an early childhood specific curriculum written by the same publisher as our Sunday school curriculum. Families have given very positive feedback to this change. This product has other options that we hope to expand upon and use in the future. Lezlie Mestdagh continues to do an incredible job leading this class.

Advent service - In place of a Christmas program, our kids led an entire worship service. The sermon was written and presented by our 5th and 6th graders with the guidance of Pastor Sarah. This was filmed and presented at the other two worship services that Sunday. There was so much excitement from our kids to lead and participate in all aspects of worship. Attendance was very good and the kids did an amazing job!

Sunday School - The Sunday School curriculum was changed to Holy Moly this year. This current curriculum is story based and does not follow the lectionary. We are able to purchase each individual lesson a la carte. In doing this, we were able to save over \$500.00 on Sunday school curriculum costs and teach the recognizable stories of the bible.

Sunday school attendance averaged 60% in the fall and a little below 50% since the beginning of January. When speaking with families, extracurricular activities create challenges on Sunday mornings.

Children's Musical - The 30th year for the children's musical was another success! CFM is so lucky for the support of the congregation of this tradition. Instead of 4 performances, the cast performed 2 with an open dress rehearsal the Friday evening before. Families seemed to really appreciate the new schedule.

Communion Class - 18 kids participated in this event and enjoyed all of the hands on activities which taught them about Holy Communion. We feel it would be better to hold this class in January as the end of February and beginning of March are busier times of the year.

Growth & Discovery

Love logic - We have scheduled a Love and Logic class for January 2018. This will be a four part class held on Wednesday evenings led by a Waukee School counselor referred to us by Hope Johnson.

Tech class - We are working with Jake to come up with a date and format for a technology safety class for our CFM and YFM families.

Young Child Families - Engaging our young families continues to be an area needing growth. Plans for the future include: young mother bible study, yearly baptism potluck, parent morning out, new birth welcome committee, prayer tree, and a monthly newsletter.

New Member Mentors - Talking with our young families, they have expressed that they wish they would have had more interaction upon becoming new members. They expressed they don't have a need for baptism mentors, but would have loved to have had mentors upon joining the church. We encourage all of our members to reach out to our young families and get to know them!

EMMAUS COMMITTEE
John Broadrick, Chairperson
jbroadri@msn.com

April 7, 2017

Annual Report, 2016/2017

Committee Mission

1. Share the good news of Jesus Christ through the ongoing creation of learning opportunities for adults of all life stages and interests
2. Empower the priesthood of all believers by inviting, preparing, and supporting members of the congregation to lead and participate in adult education activities
3. Strengthen the body of Christ by collaborating with the varied ministries of the church to develop creative, hands-on, multi-generational learning opportunities
4. Equip adult members of the congregation to proclaim the good news of Jesus Christ by modeling invitation, welcome and passion to share the gospel

Current Committee Members:

Chair: John Broadrick

Scribe: Ellie Johnson

Communications: Jerry Waage

Sunday School Rep: Marti Jensen

Sunday School Rep: Dennis Lettow

Technology: Peter Bissinger

Pastor: Sarah Trone Garriott

At Large: Chad Thompson

Fall 2016

- Coordinated Adult Sunday school ensuring content to fill the hour between services
- Facilitated Breakfast one Sunday each month
 - Prepared a template for groups to follow when hosting breakfast, including food quantity, how to promote their group and how to set-up, serve and clean-up.
- Raised funds by sponsoring Sunday Breakfast in October.
 - Funds designated to offset tuition costs for Faith Lutheran Members pursuing Christian education.
 - Tania Schramm was only congregant currently pursuing Seminary education so \$500 awarded to her.
- Lead the Advent devotionals on Wednesday nights

Spring 2017

- Continue to schedule Sunday Education hour
- Continue to find sponsors for Breakfast each month
- Funded speakers from various faiths to share their experiences in January. Total approved was \$200.
- Approved funding for additional outreach of parents of Sunday school children that do not stay in the church over that time period.
 - Pastor Sarah met with a few people at Starbucks and purchased coffee for them.
- Assisted with Lent Services through multigenerational activities planned for 4/9.

Financial Summary

Budgeted Funds:

- Adult Education: \$1200
- New Members: \$120

Adult Education Funds Dispersed:

- Seminary Tuition Scholarship: \$500
- Speaker Fees: \$200
- Parent Outreach: \$?

New Member Funds Dispersed:

- \$0

Funds Collected:

- Breakfast 10/2: \$281

Budget Remaining:

- Adult Education: \$500 + Breakfast Funds
- New Members: \$120 – Dispersed Funds

Other Actions

- Emmaus committee desires to set aside scholarship money every year to be used to offset seminary costs of members of Faith Lutheran in good standing that are attending Seminary. We request the Church Council discuss and approve this use of funds, as it was unclear that the committee had the authorization to approve this.
- Emmaus committee has declared that all funds raised by the Emmaus committee will be used to offset seminary costs of members of Faith Lutheran in good standing that are attending Seminary unless they are specifically identified to fund something else.
- Emmaus continues to reach out to adult education programs offered in the church to help them promote their activities, and the committee members seek to connect people to appropriate opportunities as they are able
- Emmaus has surveyed several groups to better understand the perception of adult education offerings. Conclusions from these surveys have not yet been compiled.

SEEDS OF FAITH EARLY LEARNING CENTER

Heidi LaBounty, Director

Enrollment

Seeds of Faith Early Learning Center is finishing its 16th year as a quality faith-based preschool. We currently offer seven classes to 108 students, with a current enrollment of 95 percent. So far, we have registered 103 out of a possible 118 students for the 2017-2018 preschool year. This school year, 16% of our preschoolers are members of Faith. Of those registered for this fall, 17% are Faith members. We continue to provide an excellent outreach ministry to the surrounding community.

5 Star Iowa Quality Rating

Seeds of Faith continues to maintain its 5 Star Rating on Iowa's Quality Rating System (QRS). Iowa's Quality Rating System is a program affiliated with the Department of Human Services. As a Level Five program since 2011, we have earned excellent ratings for education, experience, training, health and safety compliance, and working with parents. All preschools with a five star rating must be assessed every other year by Iowa State University Extension, using the Early Childhood Environment Rating Scale (ECERS), to ensure quality and developmentally appropriate practices.

Seeds of Faith Teaching Team/Preschool Board

The preschoolers continue to be blessed by the talents of the Seeds of Faith teachers. I would like to thank Sara Hillis, Maria Lunders, Janet Mack, Jennifer Mauro, Julie Parker, Kelly Rowland, Ann Worlie, and Dana Zahn for their dedicated work. The teaching team is committed to providing all of our preschoolers with a rich, nurturing environment full of God's love. I am honored to be working (and playing ☺) with such a warm and energetic team of educators! I also wish to thank the Seeds of Faith Preschool Board—Michelle Zimmerman, Current Board President, Alissa Clark-Secretary, Jonathan Kennedy-Treasurer, Ellen Johnson, and Stephanie Cross—for their countless hours of dedicated service to and support of the preschool community.

Family Fun Night—Cultural Celebration

This past month, we had 20 families participate in our first Cultural Celebration. Families were invited to bring a dish that reflected their cultural heritage to share with other families. Although we had a lot of Midwest delights, a time of fellowship and good food was enjoyed. Each family took home a book of all the recipes shared, a flag, and an interactive placemat map. Culturally themed books and puzzles were available for families to enjoy together.

Professional Development Goals

We continue to focus on preparing our preschoolers with kindergarten and beyond with an emphasis on learning through play as well as social-emotional growth. We are blessed to be able to also provide our children with a faith-based foundation as well through daily devotions and monthly chapel times. At our last teacher collaboration, it was decided that next year's emphasis will focus on literacy. We are excited to begin planning and preparing for a new year soon.

CFM/SOF Partnership

This year, Seeds of Faith has enjoyed a continued partnership with Faith's Children and Family Ministry. Erika and Andrea do such a wonderful job of finding ways to connect our ministries through service. Most recently, we've partnered with Clive Community Services to provide Easter baskets to young children in our community. Our noisy offering from chapel this spring will be donated to this organization.

Commitment to the Early Childhood Community

Seeds of Faith continues to find ways to be involved in the greater early childhood community. This year, we participated in the following ways:

1. Our continuous partnership with Upper Iowa University led to three student teaching posts this year; we were also hosts to several practicum students. We already have a student teacher in place for the fall of 2017. Not only does this increase the number of teachers in the classroom, it also allows our team to stay current on the latest educational trends.
2. Seeds of Faith also continues to be a community partner with West Des Moines Community School District's Project Shine Scholarship Program. Project Shine provided full scholarships to Seeds of Faith to six low income families this year.
3. Seeds of Faith also participates in Early Child Iowa's 4RKids scholarship program, providing partial funding for three low income families this year.
4. Seeds of Faith is an active member of the National Association for the Education of Young Children (NAEYC).
5. I have continued to stay involved in the Evangelical Lutheran Education Association (ELEA), the education association under the ELCA umbrella. I served as Region 5 ambassador and as a mentor for the Director Bootcamp Program.

Sunday Celebration on May 15

We invite the congregation to join former and current Seeds of Faith families in celebrating another wonderful year at our annual Sunday Celebration on May 21. We will sponsor a delicious breakfast between services. The children will also be invited to sing some of their favorite preschool songs at the 10:30 service.

Faith Lutheran Church
Statement of Activities by Fund
July 2016 through February 2017

	General Fund	Endowment Fund	Good Samaritan Fund	Kifula Fund	Memorial Fund	Mission Fund (Youth)	RenewingFaith	Soli Deo Musica	TOTAL
Income									
Duplex-Security Deposit Damage	157.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	157.78
Duplexes - Rental Income	29,340.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	29,340.00
Giving - Directed & Fees	51,401.47	0.00	200.00	0.00	0.00	6,857.00	0.00	6,974.00	65,432.47
Giving - General Operations	677,871.64	0.00	0.00	0.00	0.00	0.00	764.43	0.00	678,636.07
Other Receipts	2,733.26	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,733.26
Restricted Funds - Giving	765.00	990.26	0.00	0.00	4,340.00	0.00	295,589.65	0.00	301,684.91
Seeds of Faith - Reimbursements	2,190.64	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,190.64
Total Income	764,459.79	990.26	200.00	0.00	4,340.00	6,857.00	296,354.08	6,974.00	1,080,175.13
Gross Profit	764,459.79	990.26	200.00	0.00	4,340.00	6,857.00	296,354.08	6,974.00	1,080,175.13
Expense									
01) Adult Ministry	1,765.54	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,765.54
02) Youth & Family Ministry	10,358.48	0.00	0.00	0.00	0.00	16,878.10	0.00	0.00	27,236.58
03) Children's Ministry	9,427.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,427.66
04) Worship, Music, & Arts	11,719.41	0.00	0.00	0.00	0.00	0.00	0.00	1,467.33	13,186.74
05) Fellowship	13,072.58	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,072.58
06) Outreach	23,909.81	0.00	623.28	360.00	0.00	0.00	0.00	0.00	24,893.09
07) Office & Administration	22,016.80	2.06	0.00	0.00	0.00	0.00	18.49	40.92	22,078.27
08) Property	82,304.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	82,304.66
09) Mortgage Interest	48,314.59	0.00	0.00	0.00	0.00	0.00	0.00	0.00	48,314.59
10) Payroll Expenses	385,247.06	0.00	0.00	0.00	0.00	0.00	0.00	0.00	385,247.06
11) Synod Benevolence	67,787.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	67,787.16
Duplexes - Expenses	10,203.87	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,203.87
Restricted Funds - Expenses	764.12	0.00	0.00	0.00	649.83	0.00	334,545.23	0.00	335,959.18
Total Expense	686,891.74	2.06	623.28	360.00	649.83	16,878.10	334,563.72	1,508.25	1,041,476.98
Net Income	77,568.05	988.20	-423.28	-360.00	3,690.17	-10,021.10	-38,209.64	5,465.75	38,698.15

Faith Lutheran Church
Statement of Activities
February 2017

	Feb 17	Budget	% of Budget	Jul '16 - Feb 17	YTD Budget	% of Budget	Annual Budget
Income							
Duplex-Security Deposit Damage	0.00			157.78			
Duplexes - Rental Income	3,800.00	3,790.00	100.26%	29,340.00	30,070.00	97.57%	45,230.00
Giving - Directed & Fees	5,716.27	7,923.75	72.14%	51,401.47	43,244.00	118.86%	59,655.00
Giving - General Operations	79,899.86	93,336.66	85.6%	677,871.64	746,653.35	90.79%	1,120,000.00
Other Receipts	95.00	273.33	34.76%	2,733.26	2,206.66	123.86%	3,300.00
Restricted Funds - Giving	0.00	250.00	0.0%	765.00	1,500.00	51.0%	2,500.00
Seeds of Faith - Reimbursements	273.83	273.83	100.0%	2,190.64	2,190.64	100.0%	3,285.96
Total Income	89,784.96	105,847.57	84.83%	764,459.79	825,864.65	92.57%	1,233,970.96
Gross Profit	89,784.96	105,847.57	84.83%	764,459.79	825,864.65	92.57%	1,233,970.96
Expense							
01) Adult Ministry	200.00	325.00	61.54%	1,765.54	2,450.00	72.06%	3,660.00
02) Youth & Family Ministry	229.26	222.50	103.04%	10,358.48	14,340.00	72.24%	23,580.00
03) Children's Ministry	2,494.37	850.00	293.46%	9,427.66	8,000.00	117.85%	18,600.00
04) Worship, Music, & Arts	3,887.77	1,741.00	223.31%	11,719.41	13,306.00	88.08%	19,207.00
05) Fellowship	2,608.12	2,096.67	124.39%	13,072.58	14,703.32	88.91%	22,785.00
06) Outreach	1,280.37	2,099.00	61.0%	23,909.81	17,889.00	133.66%	28,185.00
07) Office & Administration	3,099.98	3,151.50	98.37%	22,016.80	26,137.00	84.24%	38,718.00
08) Property	6,565.19	8,913.50	73.65%	82,304.66	86,303.00	95.37%	135,842.00
09) Mortgage Interest	5,651.01	5,955.01	94.9%	48,314.59	47,640.11	101.42%	71,460.15
10) Payroll Expenses	50,323.29	56,935.72	88.39%	385,247.06	440,674.68	87.42%	668,193.57
11) Synod Benevolence	7,989.98	9,333.33	85.61%	67,787.16	74,666.67	90.79%	112,000.00
Duplexes - Expenses	540.60	1,332.91	40.56%	10,203.87	11,163.32	91.41%	16,494.96
Restricted Funds - Expenses	0.00	250.00	0.0%	764.12	1,500.00	50.94%	2,500.00
Total Expense	84,869.94	93,206.14	91.06%	686,891.74	758,773.10	90.53%	1,161,225.68
Net Income	4,915.02	12,641.43	38.88%	77,568.05	67,091.55	115.62%	72,745.28

Faith Lutheran Church
Statement of Activities
February 2017

	Feb 17	Budget	% of Budget	Jul '16 - Feb 17	YTD Budget	% of Budget	Annual Budget
Income							
Duplex-Security Deposit Damage	0.00			157.78			
Duplexes - Rental Income	3,800.00	3,790.00	100.26%	29,340.00	30,070.00	97.57%	45,230.00
Giving - Directed & Fees							
1) Adult Ministry							
LLL Group	0.00	175.00	0.0%	1,114.00	1,400.00	79.57%	2,100.00
Men's Breakfast	0.00			0.00			
Total 1) Adult Ministry	0.00	175.00	0.0%	1,114.00	1,400.00	79.57%	2,100.00
2) Youth & Family Ministry							
Confirmation	377.00			5,477.00	6,000.00	91.28%	6,000.00
Fellowship							
Fellowship - Other	0.00	60.00	0.0%	0.00	480.00	0.0%	720.00
Total Fellowship	0.00	60.00	0.0%	0.00	480.00	0.0%	720.00
Fundraising	20.28			50.28			
Mission Trips	0.00	0.00	0.0%	0.00	0.00	0.0%	700.00
Ski Trip	0.00	0.00	0.0%	2,750.00	3,000.00	91.67%	3,000.00
Surge Junior High Mission Trip	0.00	0.00	0.0%	15.00	0.00	100.0%	1,100.00
Total 2) Youth & Family Ministry	397.28	60.00	662.13%	8,292.28	9,480.00	87.47%	11,520.00
3) Children & Family Ministry							
Camp - Day Camp	0.00	0.00	0.0%	35.00	1,000.00	3.5%	1,000.00
Camp - VBS	0.00			706.00	0.00	100.0%	0.00
Fundraising	330.00			518.91			
Growing Faith Families							
Craft Beer Tasting	0.00			1,010.00	1,500.00	67.33%	1,500.00
Friday Night Parent's Night Out	0.00	400.00	0.0%	492.00	2,000.00	24.6%	3,200.00
Mother and Son Dance	2,135.00	3,000.00	71.17%	2,760.00	3,000.00	92.0%	3,000.00
Total Growing Faith Families	2,135.00	3,400.00	62.79%	4,262.00	6,500.00	65.57%	7,700.00
Outreach	0.00			3,092.00			
Sunday School Offering	5.78	30.00	19.27%	98.61	160.00	61.63%	250.00
Total 3) Children & Family Ministry	2,470.78	3,430.00	72.03%	8,712.52	7,660.00	113.74%	8,950.00

Faith Lutheran Church
Statement of Activities
February 2017

	Feb 17	Budget	% of Budget	Jul '16 - Feb 17	YTD Budget	% of Budget	Annual Budget
4) Worship, Music, & Arts							
Children's Musical	388.21	1,500.00	25.88%	1,373.21	2,000.00	68.66%	2,000.00
Flowers	150.00	120.00	125.0%	2,385.00	1,440.00	165.63%	2,700.00
Fundraising	0.00			1,000.00			
Special Music	0.00			30.00			
Total 4) Worship, Music, & Arts	538.21	1,620.00	33.22%	4,788.21	3,440.00	139.19%	4,700.00
5) Fellowship							
Coffee - Sunday /Small Groups	98.00	85.00	115.29%	882.91	670.00	131.78%	1,000.00
Donut Holes	50.00	75.00	66.67%	375.00	450.00	83.33%	675.00
Faith Breakfast	364.00			932.50			
Faith Feast	577.00	1,000.00	57.7%	4,239.00	5,560.00	76.24%	7,560.00
Fellowship Committee							
Baseball/Golf Outing	0.00	0.00	0.0%	2,630.00	2,250.00	116.89%	3,000.00
Breakfasts/Receptions	0.00			345.00			
Craft Night	0.00	0.00	0.0%	463.00	0.00	100.0%	200.00
Dinner Church	0.00	0.00	0.0%	0.00	0.00	0.0%	400.00
Women's Retreat	0.00	0.00	0.0%	0.00	0.00	0.0%	1,300.00
Total Fellowship Committee	0.00	0.00	0.0%	3,438.00	2,250.00	152.8%	4,900.00
Funeral Lunch Donation	0.00			220.48			
Total 5) Fellowship	1,089.00	1,160.00	93.88%	10,087.89	8,930.00	112.97%	14,135.00
6) Outreach							
Coffee - Equal Exchange	0.00			26.00	0.00	100.0%	0.00
Disaster Relief	106.00	20.75	510.84%	539.00	167.00	322.75%	250.00
Evangelism	25.00	25.00	100.0%	218.75	200.00	109.38%	300.00
Food Pantry	1,005.00	1,000.00	100.5%	15,080.57	8,000.00	188.51%	12,000.00
God's Work Our Hands	0.00			927.10			
Lions Club Food Drive	0.00			100.00			
Lutheran Services in Iowa	0.00			10.00			
Matthew 25							
Faith Knitters	0.00	25.00	0.0%	0.00	200.00	0.0%	300.00

Faith Lutheran Church
Statement of Activities
February 2017

	Feb 17	Budget	% of Budget	Jul '16 - Feb 17	YTD Budget	% of Budget	Annual Budget
Matthew 25 - Other	85.00	308.00	27.6%	930.00	2,467.00	37.7%	3,700.00
Total Matthew 25	85.00	333.00	25.53%	930.00	2,667.00	34.87%	4,000.00
Meals from the Heartland	0.00			560.40	0.00	100.0%	0.00
World Hunger - ELCA	0.00	100.00	0.0%	0.00	800.00	0.0%	1,200.00
Total 6) Outreach	1,221.00	1,478.75	82.57%	18,391.82	11,834.00	155.42%	17,750.00
7) Office & Administration							
Miscellaneous	0.00			14.75	500.00	2.95%	500.00
Total 7) Office & Administration	0.00			14.75	500.00	2.95%	500.00
Total Giving - Directed & Fees	5,716.27	7,923.75	72.14%	51,401.47	43,244.00	118.86%	59,655.00
Giving - General Operations							
Loose Plate	1,040.41	1,208.33	86.1%	8,127.16	9,666.67	84.07%	14,500.00
Regular Offering	44,457.16	60,108.33	73.96%	397,074.67	480,866.68	82.58%	721,300.00
Simply Giving	33,095.00	31,250.00	105.9%	269,460.13	250,000.00	107.78%	375,000.00
Stock Sales - Gain/Loss	74.29	20.00	371.45%	139.68	120.00	116.4%	200.00
Thrivent Choice	1,233.00	750.00	164.4%	3,070.00	6,000.00	51.17%	9,000.00
Total Giving - General Operations	79,899.86	93,336.66	85.6%	677,871.64	746,653.35	90.79%	1,120,000.00
Other Receipts							
Building Use	95.00	190.00	50.0%	1,845.00	1,540.00	119.81%	2,300.00
Interest Income MM	0.00	83.33	0.0%	863.26	666.66	129.49%	1,000.00
Other Receipts - Other	0.00			25.00			
Total Other Receipts	95.00	273.33	34.76%	2,733.26	2,206.66	123.86%	3,300.00
Restricted Funds - Giving							
Memory Garden	0.00	50.00	0.0%	0.00	300.00	0.0%	500.00
RenewingFaith							
Renewing Faith - general	0.00			15.00			
Total RenewingFaith	0.00			15.00			
Wish List or Property Gifts	0.00	200.00	0.0%	0.00	1,200.00	0.0%	2,000.00
Restricted Funds - Giving - Other	0.00			750.00			
Total Restricted Funds - Giving	0.00	250.00	0.0%	765.00	1,500.00	51.0%	2,500.00
Seeds of Faith - Reimbursements							

Faith Lutheran Church
Statement of Activities
February 2017

	Feb 17	Budget	% of Budget	Jul '16 - Feb 17	YTD Budget	% of Budget	Annual Budget
Insurance Reimbursement	273.83			2,190.64	0.00	100.0%	0.00
Seeds of Faith - Reimbursements - Other	0.00	273.83	0.0%	0.00	2,190.64	0.0%	3,285.96
Total Seeds of Faith - Reimbursements	273.83	273.83	100.0%	2,190.64	2,190.64	100.0%	3,285.96
Total Income	89,784.96	105,847.57	84.83%	764,459.79	825,864.65	92.57%	1,233,970.96
Gross Profit	89,784.96	105,847.57	84.83%	764,459.79	825,864.65	92.57%	1,233,970.96
Expense							
01) Adult Ministry							
Adult Education	200.00	100.00	200.0%	700.00	800.00	87.5%	1,200.00
Alpha Sunday	0.00			0.00	0.00	0.0%	0.00
LLL Group	0.00	175.00	0.0%	854.11	1,400.00	61.01%	2,100.00
New Member Class	0.00	30.00	0.0%	4.50	90.00	5.0%	120.00
Small Group Ministry	0.00			0.00			
Stephen Ministries	0.00	20.00	0.0%	206.93	160.00	129.33%	240.00
Total 01) Adult Ministry	200.00	325.00	61.54%	1,765.54	2,450.00	72.06%	3,660.00
02) Youth & Family Ministry							
Baccalaureate Service	0.00	0.00	0.0%	0.00	0.00	0.0%	700.00
Backyard Bible Camp	0.00			0.00	0.00	0.0%	0.00
Business/office Expense	0.00			49.93			
College Retreat	0.00			12.90	1,100.00	1.17%	1,100.00
Communication	71.99	50.00	143.98%	650.98	830.00	78.43%	1,080.00
Confirmation	0.00	0.00	0.0%	5,806.66	7,300.00	79.54%	8,350.00
Education	0.00			169.65			
Fellowship							
Fellowship - Other	112.27	125.00	89.82%	424.08	1,430.00	29.66%	2,380.00
Total Fellowship	112.27	125.00	89.82%	424.08	1,430.00	29.66%	2,380.00
National Gathering/YouthWorks	0.00	0.00	0.0%	0.00	0.00	0.0%	5,000.00
Ski Trip	0.00	0.00	0.0%	2,553.88	3,000.00	85.13%	3,000.00
Surge Junior High Mission Trip	0.00	0.00	0.0%	0.00	0.00	0.0%	1,100.00
YFM Background Checks	45.00			685.00	300.00	228.33%	300.00
Youth Outreach	0.00	25.00	0.0%	0.00	200.00	0.0%	300.00

Faith Lutheran Church
Statement of Activities
February 2017

	Feb 17	Budget	% of Budget	Jul '16 - Feb 17	YTD Budget	% of Budget	Annual Budget
Youth Support	0.00	22.50	0.0%	5.40	180.00	3.0%	270.00
Total 02) Youth & Family Ministry	229.26	222.50	103.04%	10,358.48	14,340.00	72.24%	23,580.00
03) Children's Ministry							
Birth - 3 Supplies & Materials							
Early Childhood Ministries	40.06	50.00	80.12%	245.38	400.00	61.35%	600.00
Nursery	0.00	0.00	0.0%	0.00	500.00	0.0%	500.00
Total Birth - 3 Supplies & Materials	40.06	50.00	80.12%	245.38	900.00	27.26%	1,100.00
Camp - Day Camp	0.00	0.00	0.0%	54.17	200.00	27.09%	200.00
Camp - VBS	210.20	0.00	100.0%	163.70	0.00	100.0%	2,500.00
CFM Background Checks	0.00	0.00	0.0%	270.00	250.00	108.0%	500.00
Education							
Sunday School							
Sunday School - Other	0.00	0.00	0.0%	1,533.45	3,050.00	50.28%	3,050.00
Total Sunday School	0.00	0.00	0.0%	1,533.45	3,050.00	50.28%	3,050.00
Wednesday Night Education							
Wednesday Night Education - Other	56.27	0.00	100.0%	560.12	1,000.00	56.01%	1,000.00
Total Wednesday Night Education	56.27	0.00	100.0%	560.12	1,000.00	56.01%	1,000.00
Total Education	56.27	0.00	100.0%	2,093.57	4,050.00	51.69%	4,050.00
Faith T-Shirts	1,255.23			1,255.23			
Growing Faith Families							
Cookie Exchange	0.00			0.00	50.00	0.0%	50.00
Craft Beer Tasting	0.00			394.55	500.00	78.91%	500.00
Easter/Halloween events	0.00	0.00	0.0%	260.30	250.00	104.12%	500.00
Friday Night Parent's Night Out	0.00	50.00	0.0%	151.85	250.00	60.74%	400.00
Mother and Son Dance	932.61	750.00	124.35%	959.86	750.00	127.98%	750.00
New GFF Events	0.00			0.00	0.00	0.0%	0.00
Total Growing Faith Families	932.61	800.00	116.58%	1,766.56	1,800.00	98.14%	2,200.00
Lutheran Camp Scholarship	0.00	0.00	0.0%	0.00	0.00	0.0%	7,050.00
Missions & Service	0.00			2,570.16	0.00	100.0%	0.00
Mothers & Others	0.00			4.16	0.00	100.0%	0.00

Faith Lutheran Church
Statement of Activities
February 2017

	Feb 17	Budget	% of Budget	Jul '16 - Feb 17	YTD Budget	% of Budget	Annual Budget
One Time Family Classes							
Baptism	0.00	0.00	0.0%	0.00	200.00	0.0%	200.00
Communion Class	0.00	0.00	0.0%	0.00	0.00	0.0%	200.00
New Family Classes	0.00			0.00	200.00	0.0%	200.00
Total One Time Family Classes	0.00	0.00	0.0%	0.00	400.00	0.0%	600.00
Outreach	0.00			533.74			
Special Programs							
Children's Worship Center Suppl	0.00	0.00	0.0%	251.53	200.00	125.77%	200.00
Christmas Program	0.00			219.46	200.00	109.73%	200.00
Total Special Programs	0.00	0.00	0.0%	470.99	400.00	117.75%	400.00
Total 03) Children's Ministry	2,494.37	850.00	293.46%	9,427.66	8,000.00	117.85%	18,600.00
04) Worship, Music, & Arts							
Art Gallery Misc Exp	0.00	25.00	0.0%	300.00	200.00	150.0%	300.00
Bulletins	0.00	75.00	0.0%	723.21	775.00	93.32%	1,250.00
Children's Musical	301.34	500.00	60.27%	1,943.27	3,000.00	64.78%	3,000.00
Flowers	0.00	120.00	0.0%	1,450.00	1,440.00	100.69%	2,700.00
Guild Memberships	0.00	44.00	0.0%	0.00	352.00	0.0%	528.00
Hired Musicians	0.00	80.00	0.0%	0.00	560.00	0.0%	800.00
Hospitality & Miscellaneous	139.95			323.11			
Instrument Maintenance	2,768.70	268.00	1,033.1%	3,066.70	2,144.00	143.04%	3,216.00
Jubilant Ringer Supplies	0.00	20.00	0.0%	183.65	160.00	114.78%	242.00
Liturgical Supplies	257.78	167.00	154.36%	1,019.00	1,336.00	76.27%	2,004.00
Music Equipment/Supplies	0.00			99.00			
Music Purchase							
Adult Ensembles	0.00	85.00	0.0%	974.76	680.00	143.35%	1,020.00
Children's Choirs	0.00	40.00	0.0%	9.17	290.00	3.16%	410.00
Instrumental Groups	0.00	55.00	0.0%	337.82	440.00	76.78%	660.00
Youth Choirs	0.00	20.00	0.0%	150.45	160.00	94.03%	240.00
Total Music Purchase	0.00	200.00	0.0%	1,472.20	1,570.00	93.77%	2,330.00
Pastoral Worship Supplies	0.00	42.00	0.0%	53.80	294.00	18.3%	462.00

Faith Lutheran Church
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	Feb 17	Budget	% of Budget	Jul '16 - Feb 17	YTD Budget	% of Budget	Annual Budget
Sanctuary Enhancement	0.00	75.00	0.0%	0.00	600.00	0.0%	1,000.00
Sound System	420.00	125.00	336.0%	1,085.47	875.00	124.05%	1,375.00
Total 04) Worship, Music, & Arts	3,887.77	1,741.00	223.31%	11,719.41	13,306.00	88.08%	19,207.00
05) Fellowship							
Coffee - Equipment Lease	118.72	118.72	100.0%	949.76	949.76	100.0%	1,424.64
Coffee - Sunday	0.00	172.95	0.0%	461.00	1,383.56	33.32%	2,075.36
Donut Holes	39.48	75.00	52.64%	375.06	450.00	83.35%	675.00
Faith Breakfast	364.00			573.92			
Faith Feast	1,335.60	1,680.00	79.5%	7,920.50	8,820.00	89.8%	11,760.00
Fellowship Activities							
Alpha Sunday	0.00			0.00	200.00	0.0%	200.00
Baseball/Golf Outings	740.22	0.00	100.0%	1,930.10	1,800.00	107.23%	3,000.00
Breakfasts/Receptions	0.00	0.00	0.0%	0.00	500.00	0.0%	1,000.00
Cooking Club	0.00	10.00	0.0%	0.00	80.00	0.0%	120.00
Council/Ministry Team Appreciat	0.00	0.00	0.0%	0.00	0.00	0.0%	250.00
Craft Night	0.00			302.02	100.00	302.02%	100.00
Dinner Church	0.00	0.00	0.0%	0.00	0.00	0.0%	250.00
Dinner Group Finale	0.00	0.00	0.0%	0.00	0.00	0.0%	50.00
Welcome Center	0.00			0.00	100.00	0.0%	100.00
Women's Retreat	0.00	0.00	0.0%	0.00	0.00	0.0%	1,300.00
Total Fellowship Activities	740.22	10.00	7,402.2%	2,232.12	2,780.00	80.29%	6,370.00
Supplies	10.10	40.00	25.25%	560.22	320.00	175.07%	480.00
Total 05) Fellowship	2,608.12	2,096.67	124.39%	13,072.58	14,703.32	88.91%	22,785.00
06) Outreach							
Coffee - Equal Exchange	0.00			0.00	0.00	0.0%	0.00
Evangelism							
Advertising	0.00	0.00	0.0%	0.00	100.00	0.0%	200.00
Devotional Books	112.70	30.00	375.67%	347.05	240.00	144.6%	360.00
Lutheran Magazine	0.00	14.50	0.0%	0.00	116.50	0.0%	175.00
Total Evangelism	112.70	44.50	253.26%	347.05	456.50	76.02%	735.00

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	Feb 17	Budget	% of Budget	Jul '16 - Feb 17	YTD Budget	% of Budget	Annual Budget
Global Mission							
Disaster Relief	106.00	21.00	504.76%	539.00	166.00	324.7%	250.00
World Hunger - ELCA	0.00	100.00	0.0%	0.00	800.00	0.0%	1,200.00
Total Global Mission	106.00	121.00	87.6%	539.00	966.00	55.8%	1,450.00
God's Work Our Hands	0.00			985.45			
Social Ministry							
DMARC	1,005.00	1,000.00	100.5%	15,080.57	8,000.00	188.51%	12,000.00
Family Promise of Greater DM	0.00	0.00	0.0%	2,000.00	2,000.00	100.0%	4,000.00
Matthew 25							
Faith Knitters	0.00	25.00	0.0%	0.00	200.00	0.0%	300.00
Family Promise Gathering House	0.00	100.00	0.0%	0.00	800.00	0.0%	1,000.00
Matthew 25 - Other	56.67	308.50	18.37%	940.14	2,466.50	38.12%	3,700.00
Total Matthew 25	56.67	433.50	13.07%	940.14	3,466.50	27.12%	5,000.00
Meals from the Heartland	0.00	500.00	0.0%	4,017.60	3,000.00	133.92%	5,000.00
Total Social Ministry	1,061.67	1,933.50	54.91%	22,038.31	16,466.50	133.84%	26,000.00
06) Outreach - Other	0.00			0.00			
Total 06) Outreach	1,280.37	2,099.00	61.0%	23,909.81	17,889.00	133.66%	28,185.00
07) Office & Administration							
Bank Service Charges	0.00	100.00	0.0%	433.61	800.00	54.2%	1,200.00
Communications							
Brochures/Postcards	0.00	25.00	0.0%	0.00	200.00	0.0%	300.00
Creative Cloud Suite	69.98	70.00	99.97%	559.84	560.00	99.97%	840.00
Images and Music	0.00	12.50	0.0%	28.90	100.00	28.9%	150.00
In Motion Hosting	0.00	9.00	0.0%	107.88	72.00	149.83%	108.00
Sign Up Genius	0.00	25.00	0.0%	299.88	200.00	149.94%	300.00
Web Site	0.00	20.00	0.0%	146.20	160.00	91.38%	240.00
Total Communications	69.98	161.50	43.33%	1,142.70	1,292.00	88.44%	1,938.00
Computer Software/License	546.00	50.00	1,092.0%	1,215.52	1,325.00	91.74%	1,500.00
Computer Support							
Computer Support - Other	1,431.25	600.00	238.54%	5,799.88	4,800.00	120.83%	7,200.00

Faith Lutheran Church
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	Feb 17	Budget	% of Budget	Jul '16 - Feb 17	YTD Budget	% of Budget	Annual Budget
Total Computer Support	1,431.25	600.00	238.54%	5,799.88	4,800.00	120.83%	7,200.00
Conferences & Meetings	0.00	125.00	0.0%	0.00	1,000.00	0.0%	1,500.00
Equipment							
Computer & Network Equipment	0.00	250.00	0.0%	40.03	2,000.00	2.0%	3,000.00
Copier Maintenance	0.00	100.00	0.0%	582.19	800.00	72.77%	1,200.00
Equipment lease	448.91	625.00	71.83%	4,411.42	5,000.00	88.23%	7,500.00
Office Equipment	0.00	50.00	0.0%	152.22	400.00	38.06%	600.00
Total Equipment	448.91	1,025.00	43.8%	5,185.86	8,200.00	63.24%	12,300.00
Miscellaneous	0.00	25.00	0.0%	0.00	200.00	0.0%	300.00
Offering Envelopes	0.00	150.00	0.0%	758.83	1,200.00	63.24%	1,800.00
Office Supplies							
Office Supplies - Other	5.75	140.00	4.11%	415.77	1,120.00	37.12%	1,680.00
Total Office Supplies	5.75	140.00	4.11%	415.77	1,120.00	37.12%	1,680.00
Paper	92.12	300.00	30.71%	2,572.27	2,400.00	107.18%	3,600.00
Postage	14.61	160.00	9.13%	1,046.43	1,280.00	81.75%	1,920.00
Printing	340.10	175.00	194.34%	2,607.60	1,400.00	186.26%	2,100.00
Schwab Trading Fees	7.53			14.51			
Stewardship Campaign	0.00	50.00	0.0%	0.00	400.00	0.0%	600.00
Vanco Simply Giving Expense	143.73	90.00	159.7%	823.82	720.00	114.42%	1,080.00
Total 07) Office & Administration	3,099.98	3,151.50	98.37%	22,016.80	26,137.00	84.24%	38,718.00
08) Property							
Furniture/Equipment	0.00	100.00	0.0%	191.49	800.00	23.94%	1,200.00
Insurance							
Auto	0.00	30.00	0.0%	171.50	240.00	71.46%	360.00
Property/Liability	0.00	1,725.00	0.0%	9,738.25	13,800.00	70.57%	20,700.00
Umbrella	0.00	145.00	0.0%	825.00	1,160.00	71.12%	1,740.00
Workers Comp	0.00	605.00	0.0%	3,211.00	4,840.00	66.34%	7,260.00
Total Insurance	0.00	2,505.00	0.0%	13,945.75	20,040.00	69.59%	30,060.00
Landscaping materials	0.00	0.00	0.0%	37.90	175.00	21.66%	350.00
Lawn Care	0.00	0.00	0.0%	4,486.98	2,960.00	151.59%	5,360.00

Faith Lutheran Church
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	Feb 17	Budget	% of Budget	Jul '16 - Feb 17	YTD Budget	% of Budget	Annual Budget
Licenses and Permits	0.00	17.00	0.0%	21.00	136.00	15.44%	204.00
Light Bulbs	0.00	100.00	0.0%	351.09	800.00	43.89%	1,200.00
Maintenance Supplies	600.83	425.00	141.37%	2,556.71	3,400.00	75.2%	5,100.00
Repairs							
Building	0.00	250.00	0.0%	1,586.27	2,000.00	79.31%	3,000.00
Electrical	9.00	150.00	6.0%	1,029.26	1,200.00	85.77%	1,800.00
Equipment	452.78	50.00	905.56%	1,364.73	400.00	341.18%	600.00
HVAC	170.95	100.00	170.95%	12,729.31	13,960.00	91.18%	27,120.00
Inspections	0.00	125.00	0.0%	1,031.22	1,000.00	103.12%	1,500.00
Other Repairs	0.00	100.00	0.0%	322.35	800.00	40.29%	1,200.00
Pest Control	0.00	75.00	0.0%	559.68	600.00	93.28%	900.00
Plumbing	850.00	225.00	377.78%	4,413.35	1,800.00	245.19%	2,700.00
Total Repairs	1,482.73	1,075.00	137.93%	23,036.17	21,760.00	105.87%	38,820.00
Security	40.46	75.00	53.95%	562.18	600.00	93.7%	900.00
Snow Removal	847.50	900.00	94.17%	2,797.38	3,900.00	71.73%	4,800.00
Utilities							
Garbage Collection	291.50	291.50	100.0%	2,332.00	2,332.00	100.0%	3,498.00
Gas & Electric	2,568.83	2,725.00	94.27%	22,475.19	21,800.00	103.1%	32,700.00
Phone & Internet	258.03	250.00	103.21%	2,103.30	2,000.00	105.17%	3,000.00
Water & Sewer	475.31	450.00	105.62%	7,407.52	5,600.00	132.28%	8,650.00
Total Utilities	3,593.67	3,716.50	96.7%	34,318.01	31,732.00	108.15%	47,848.00
Total 08) Property	6,565.19	8,913.50	73.65%	82,304.66	86,303.00	95.37%	135,842.00
09) Mortgage Interest							
Interest	5,651.01	5,955.01	94.9%	48,314.59	47,640.11	101.42%	71,460.15
Total 09) Mortgage Interest	5,651.01	5,955.01	94.9%	48,314.59	47,640.11	101.42%	71,460.15
10) Payroll Expenses							
Allowance - Auto	333.32	333.33	100.0%	2,666.56	2,666.67	100.0%	4,000.00
Allowance - Housing	6,666.66	5,159.50	129.21%	43,041.70	41,277.00	104.28%	61,915.00
Benefits - ELCA-BOP	7,235.84	9,529.25	75.93%	55,931.51	66,263.00	84.41%	104,380.00
Continuing Education							

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	Feb 17	Budget	% of Budget	Jul '16 - Feb 17	YTD Budget	% of Budget	Annual Budget
Assocaitate Pastor	0.00	71.00	0.0%	736.43	566.00	130.11%	850.00
Director of YFM	88.32	125.00	70.66%	1,614.51	1,000.00	161.45%	1,500.00
Office Staff/ or support Staff							
Director of WMA	0.00			354.00			
Office Staff/ or support Staff - Other	0.00	333.50	0.0%	0.00	2,667.00	0.0%	4,000.00
Total Office Staff/ or support Staff	0.00	333.50	0.0%	354.00	2,667.00	13.27%	4,000.00
Senior Pastor	0.00	70.50	0.0%	0.00	566.00	0.0%	850.00
Continuing Education - Other	0.00			532.02			
Total Continuing Education	88.32	600.00	14.72%	3,236.96	4,799.00	67.45%	7,200.00
Miscellaneous Payroll							
Direct Deposit Fees	55.00	69.00	79.71%	437.25	552.00	79.21%	828.00
Miscellaneous Payroll - Other	120.00	150.00	80.0%	960.00	1,020.00	94.12%	1,620.00
Total Miscellaneous Payroll	175.00	219.00	79.91%	1,397.25	1,572.00	88.88%	2,448.00
Professional Expense/Materials							
Administrative/Council	0.00			255.00			
Associate Pastor	0.00	37.50	0.0%	28.00	300.00	9.33%	450.00
Office Staff	0.00			0.00	235.00	0.0%	235.00
Senior Pastor	0.00	37.50	0.0%	26.69	300.00	8.9%	450.00
Total Professional Expense/Materials	0.00	75.00	0.0%	309.69	835.00	37.09%	1,135.00
Recruiting/Relocation	0.00	100.00	0.0%	45.00	800.00	5.63%	1,200.00
Simple IRA Co	42.00	41.64	100.87%	327.94	330.01	99.37%	496.57
Staff - Contract (1099's)							
Custodian	0.00	0.00	0.0%	80.00	450.00	17.78%	600.00
Guest Organist/Accomp	0.00	0.00	0.0%	225.00	450.00	50.0%	600.00
Guest Pastors	0.00	0.00	0.0%	350.00	350.00	100.0%	350.00
Music Assistants	1,625.00	525.00	309.52%	4,250.00	4,250.00	100.0%	5,825.00
Nursery Attendants	0.00			0.00	0.00	0.0%	0.00
Total Staff - Contract (1099's)	1,625.00	525.00	309.52%	4,905.00	5,500.00	89.18%	7,375.00
Staff - Health Insurance Stipen	916.82	1,127.00	81.35%	7,379.56	9,014.00	81.87%	13,522.00
Staff - Hourly	9,365.49	9,553.00	98.04%	65,584.07	75,356.00	87.03%	113,568.00

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	Feb 17	Budget	% of Budget	Jul '16 - Feb 17	YTD Budget	% of Budget	Annual Budget
Staff - Salaried	22,029.98	27,474.00	80.19%	185,995.38	214,995.00	86.51%	324,891.00
Tax - Medicare	349.70	417.00	83.86%	2,733.77	3,272.00	83.55%	4,940.00
Tax - Social Security	1,495.16	1,782.00	83.9%	11,689.15	13,995.00	83.52%	21,123.00
10) Payroll Expenses - Other	0.00			3.52			
Total 10) Payroll Expenses	50,323.29	56,935.72	88.39%	385,247.06	440,674.68	87.42%	668,193.57
11) Synod Benevolence	7,989.98	9,333.33	85.61%	67,787.16	74,666.67	90.79%	112,000.00
Duplexes - Expenses							
Property Management	540.60	270.33	199.98%	2,162.40	2,162.64	99.99%	3,243.96
Property Taxes	0.00	562.58	0.0%	3,352.30	4,500.68	74.48%	6,751.00
Repairs & Maintenance	0.00	500.00	0.0%	2,824.05	4,000.00	70.6%	6,000.00
Vacancy Expenses	0.00	0.00	0.0%	1,865.12	500.00	373.02%	500.00
Total Duplexes - Expenses	540.60	1,332.91	40.56%	10,203.87	11,163.32	91.41%	16,494.96
Restricted Funds - Expenses							
Memory Garden	0.00	50.00	0.0%	14.12	300.00	4.71%	500.00
Wish List Expenditures	0.00	200.00	0.0%	0.00	1,200.00	0.0%	2,000.00
Restricted Funds - Expenses - Other	0.00			750.00			
Total Restricted Funds - Expenses	0.00	250.00	0.0%	764.12	1,500.00	50.94%	2,500.00
Total Expense	84,869.94	93,206.14	91.06%	686,891.74	758,773.10	90.53%	1,161,225.68
Net Income	4,915.02	12,641.43	38.88%	77,568.05	67,091.55	115.62%	72,745.28

Faith Lutheran Church
Financial Position by Fund
As of February 28, 2017

	General Fund	Building Fund	Duplex Fund	Endowment Fund	Good Samaritan Fund	Kifula Fund	Memorial Fund	Mission Fund (Youth)	RenewingFaith	Soli Deo Musica	Sr. Pastor Ed Fund	TOTAL
ASSETS												
Current Assets												
Checking/Savings												
FFB - Checking	110,871.34	0.00	0.00	0.00	0.00	0.00	0.00	1,650.00	0.00	0.00	0.00	112,521.34
FFB - Restricted Funds	3,966.03	55,107.71	4,670.00	85,782.82	4,193.28	25,758.40	20,451.70	-88.77	382,763.82	6,959.84	1,394.90	590,959.73
STK - Charles Schwab Bank	0.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-0.14	0.00	0.00	0.00
Total Checking/Savings	114,837.51	55,107.71	4,670.00	85,782.82	4,193.28	25,758.40	20,451.70	1,561.23	382,763.68	6,959.84	1,394.90	703,481.07
Accounts Receivable												
Accounts Receivable	4.42	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4.42
Total Accounts Receivable	4.42	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4.42
Total Current Assets	114,841.93	55,107.71	4,670.00	85,782.82	4,193.28	25,758.40	20,451.70	1,561.23	382,763.68	6,959.84	1,394.90	703,485.49
Fixed Assets												
Bldg (Church & Gathering House)	5,300,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5,300,000.00
Duplexes Rental-Assessed Value	342,700.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	342,700.00
Furniture and Equipment	16,433.40	1,500.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17,933.40
Land	850,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	850,000.00
Organ-Appraised Value 2016	977,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	977,000.00
Total Fixed Assets	7,486,133.40	1,500.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7,487,633.40
TOTAL ASSETS	7,600,975.33	56,607.71	4,670.00	85,782.82	4,193.28	25,758.40	20,451.70	1,561.23	382,763.68	6,959.84	1,394.90	8,191,118.89
LIABILITIES & EQUITY												
Liabilities												
Current Liabilities												
Accounts Payable												
Accounts Payable	17,719.30	0.00	0.00	0.00	0.00	0.00	0.00	0.00	905.00	0.00	0.00	18,624.30
Total Accounts Payable	17,719.30	0.00	0.00	0.00	0.00	0.00	0.00	0.00	905.00	0.00	0.00	18,624.30
Credit Cards												
Chase Ink - VISA	2,143.82	0.00	0.00	0.00	120.00	0.00	0.00	26.00	0.00	222.19	0.00	2,512.01

Faith Lutheran Church
Financial Position by Fund
As of February 28, 2017

	General Fund	Building Fund	Duplex Fund	Endowment Fund	Good Samaritan Fund		Kifula Fund	Memorial Fund	Mission Fund (Youth)		RenewingFaith	Soli Deo Musica	Sr. Pastor Ed Fund	TOTAL
HyVee 39201	707.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	707.28
MasterCard - First Bank	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Credit Cards	2,851.10	0.00	0.00	0.00	120.00	0.00	0.00	26.00	0.00	222.19	0.00	3,219.29		
Other Current Liabilities														
Duplexes - Security Deposits	5,116.22	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5,116.22
Payroll Liabilities														
Health Insurance Premium	318.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	318.71
IRA	64.32	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	64.32
Life Insurance Premium	140.91	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	140.91
State Withholding	1,070.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,070.00
Payroll Liabilities - Other	-363.77	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-363.77
Total Payroll Liabilities	1,230.17	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,230.17
Wedding Deposit	800.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	800.00
Total Other Current Liabilities	7,146.39	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7,146.39
Total Current Liabilities	27,716.79	0.00	0.00	0.00	120.00	0.00	0.00	26.00	905.00	222.19	0.00	28,989.98		
Long Term Liabilities														
Bonds Payable	1,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,000.00
Freedom Financial -Mortgage	1,791,569.20	-20,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,771,569.20
Total Long Term Liabilities	1,792,569.20	-20,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,772,569.20
Total Liabilities	1,820,285.99	-20,000.00	0.00	0.00	120.00	0.00	0.00	26.00	905.00	222.19	0.00	1,801,559.18		
Equity														
 Retained Earnings	5,703,121.28	76,607.71	4,670.00	84,794.62	4,496.56	26,118.40	16,761.53	11,556.33	420,068.33	1,271.90	1,394.90	6,350,861.56		
 Net Income	77,568.05	0.00	0.00	988.20	-423.28	-360.00	3,690.17	-10,021.10	-38,209.64	5,465.75	0.00	38,698.15		
Total Equity	5,780,689.33	76,607.71	4,670.00	85,782.82	4,073.28	25,758.40	20,451.70	1,535.23	381,858.69	6,737.65	1,394.90	6,389,559.71		
TOTAL LIABILITIES & EQUITY	7,600,975.32	56,607.71	4,670.00	85,782.82	4,193.28	25,758.40	20,451.70	1,561.23	382,763.69	6,959.84	1,394.90	8,191,118.89		

Faith Lutheran Church
Statement of Financial Position
As of February 28, 2017

	Feb 28, 17	Feb 29, 16	% Change
ASSETS			
Current Assets			
Checking/Savings			
FFB - Checking	112,521.34	72,889.32	54.37%
FFB - Restricted Funds	590,959.73	680,427.62	-13.15%
STK - Charles Schwab Bank	0.00	0.02	-100.0%
Total Checking/Savings	703,481.07	753,316.96	-6.62%
Accounts Receivable			
Accounts Receivable	4.42	607.56	-99.27%
Total Accounts Receivable	4.42	607.56	-99.27%
Total Current Assets	703,485.49	753,924.52	-6.69%
Fixed Assets			
Bldg (Church & Gathering House)	5,300,000.00	4,910,000.00	7.94%
Duplexes Rental-Assessed Value	342,700.00	318,100.00	7.73%
Furniture and Equipment	17,933.40	17,933.40	0.0%
Land	850,000.00	850,000.00	0.0%
Organ-Appraised Value 2016	977,000.00	795,500.00	22.82%
Total Fixed Assets	7,487,633.40	6,891,533.40	8.65%
TOTAL ASSETS	8,191,118.89	7,645,457.92	7.14%

LIABILITIES & EQUITY

Liabilities

Current Liabilities

Accounts Payable

Accounts Payable	18,624.30	31,933.29	-41.68%
Total Accounts Payable	18,624.30	31,933.29	-41.68%

Credit Cards

Chase Ink - VISA	2,512.01	0.00	100.0%
HyVee 39201	707.28	95.76	638.6%
MasterCard - First Bank	0.00	7,197.56	-100.0%

Total Credit Cards

3,219.29	7,293.32	-55.86%
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Other Current Liabilities

Duplexes - Security Deposits	5,116.22	5,466.22	-6.4%
Payroll Liabilities			

Health Insurance Premium	318.71	125.66	153.63%
IRA	64.32	109.29	-41.15%
Life Insurance Premium	140.91	-78.42	279.69%
Social Security Company	0.00	0.01	-100.0%
Social Security Employees	0.00	0.01	-100.0%
State Withholding	1,070.00	1,201.00	-10.91%
Payroll Liabilities - Other	-363.77	-576.38	36.89%

Faith Lutheran Church
Statement of Financial Position
As of February 28, 2017

	Feb 28, 17	Feb 29, 16	% Change
Total Payroll Liabilities	1,230.17	781.17	57.48%
Wedding Deposit	800.00	600.00	33.33%
Total Other Current Liabilities	7,146.39	6,847.39	4.37%
Total Current Liabilities	28,989.98	46,074.00	-37.08%
Long Term Liabilities			
Bonds Payable	1,000.00	1,000.00	0.0%
Freedom Financial -Mortgage	1,771,569.20	1,845,320.38	-4.0%
Total Long Term Liabilities	1,772,569.20	1,846,320.38	-3.99%
Total Liabilities	1,801,559.18	1,892,394.38	-4.8%
Equity			
Building Fund	0.00	0.00	0.0%
Good Samaritan Fund	0.00	0.00	0.0%
Kifula Fund	0.00	0.00	0.0%
Memorial Fund	0.00	0.00	0.0%
Mission Trip Fund	0.00	0.00	0.0%
Retained Earnings	6,350,861.56	5,391,844.37	17.79%
Net Income	38,698.15	361,219.17	-89.29%
Total Equity	6,389,559.71	5,753,063.54	11.06%
TOTAL LIABILITIES & EQUITY	8,191,118.89	7,645,457.92	7.14%

Faith Lutheran Church
Statement of Financial Position
As of February 28, 2017

Faith Lutheran Church
Statement of Financial Position
As of February 28, 2017

HUMAN RESOURCES BOARD ANNUAL REPORT

Mary Funk and John Noll

April 7, 2017

The HR Board consists of the following individuals: Mary Funk, Jan Burch, Mike MacGregor, Susan Bunz, John Noll, and staff representation by Julie Crane and Pastor Olson. The Board typically meets the fourth Wednesday of each month, from 8:00 – 9:00 am, in the church business office.

The HR Board had another productive year with focus on updating many of the church policies and procedures. The Board enjoyed working closely with Pastor Olson and Julie Crane interpreting various policies for staff management. Whether it was rules around paid time-off or input on staff increases, we were happy to provide support and guidance.

The members of Faith are truly blessed to have an HR Board so rich in diverse professional backgrounds and expertise. When combining Mary's employment legal expertise, Mike's employment benefit knowledge, Susan's executive HR experience, and Jan's years of HR consulting, the congregation couldn't ask for a more professional and knowledgeable team.

The HR Board has also been busy working on the following personnel matters during the past year:

1. Completed an extensive review of Faith's attendance and disability policies.
2. Reviewed and updated Faith's social media policy.
3. Reviewed and recommended staff benefit changes.
4. Provided salary increase recommendations.
5. Oversaw and supported the completion of staff reviews in a timely and consistent manner.
6. Completed staff interviews focusing on morale, culture and collaboration.

Current and on-going areas of focus for the HR Board include:

1. Staff training and development, such as harassment training, workplace safety, and creating a healthy and collaborative work environment.
2. Review and update staff job descriptions.

It has truly been a blessing to chair this board and I look forward to continuing to work closely with the other Board members, Pastor Olson, and Faith Council.

Please do not hesitate to contact me if you have any questions about this report.

FINANCE BOARD

Nate Stone, Chair

Finance Board Members

Nate Stone (Treasurer), Julie Crane (Business Manager), Wendy Hackman, Pat Grote and Derek Mohr. This board meets monthly; typically on the first Monday of each month. The board's primary focus is to ensure a budget is prepared, monitored and managed accordingly.

Financial Overview

Faith Lutheran has a June 30, 2017 fiscal year end. As a result, our comments here will focus on the congregation's financial position after eight months into the 2016-2017 fiscal year, or February 2017. Through February, congregational giving to general operations is approximately 9% unfavorable to budget or \$68,782. Expenses are also below plan at 91% or \$71,881 favorable. The congregation has a total revenue plan (all sources) of \$1,233,971, and a "general giving" budget of \$1,120,000 for the year. Giving to general operations from Faith's membership represents over 88% of all income. Revenue other than general giving comes in the form of directed gifts for specific needs, rental income and Seeds of Faith reimbursements. Most of the expense favorability is due to lower payroll expense than expected in the budget. Overall, the staff is doing a great job of managing expenses to budgeted amounts.

The Renewing Faith Capital Campaign continues to have a significant impact on the financial position of the church. The capital campaign has allowed the church to fund several capital projects including finishing bathrooms, music room, resurfacing of the parking lot, the YFM/CFM offices, etc. Additionally, funds from the campaign have been designated for debt reduction and support of ELCA global efforts. Through March 2017 approximately \$880,000 of pledged gifts have been received for the Renewing Faith Campaign, which represents about 70% of the total pledged amount.

The church balance sheet consists of total assets of \$8,191,119 and total liabilities of \$1,801,559. The current mortgage on the property is \$1,772,569. As noted above, approximately \$300,000 of the Renewing Capital campaign has been designated for debt reduction. Fixed assets (building, land, duplexes, etc.) represent \$7,487,633 of the total assets. Cash on hand and in the various funds totals \$703,481. Approximately 84% of cash on hand is restricted funds e.g. capital campaign, endowment, Kifula, memorial fund, etc. As a reminder, restricted funds including those given to the Capital Campaign are not available for the church's general operations discussed above. That leaves \$112,521 of cash on hand for general operations.

DIRECTOR OF YOUTH & FAMILY MINISTRY

Jake Bouma
jakebouma@faithlc.org

Annual Report 2017

Partners in Ministry

It takes *many* volunteers to continue a ministry program like the one that has developed at Faith. We're grateful for them all, but special thanks to the Youth & Family Ministry (YFM) Team: **Eric Carlson, Lisa Fischer, Emma Huisman** (Youth Rep.), **Becky Mayer, Gus Muenzenmay** (Youth Rep.), **Steve Utter, Tawnya Willits**, and **Beenie Stein** (YFM Team Chairperson). Thanks as well to **Lori Theilen**, the director of the Confirmation Ringers handbell choir, and **Hope Johnson**, the YFM Team's Church Council Liaison.

Education

2016-2017 marks the second year that our confirmation classes have used *Colaborate*, a fantastic confirmation curriculum published by Sparkhouse/Augsburg Fortress, which continues to be received very well in all three classes. Confirmation classes are taught by myself (9th grade), Pastor Sarah (8th grade), and Pastor Randy (7th grade), with additional (and invaluable!) help from 28 parents serving as Small Group Guides. Last fall, individual classes each participated in an overnight learning/fellowship retreat at the Des Moines YMCA Camp in Boone. On April 29, twenty-one freshmen youth will affirm their baptisms at the 5:00 worship service.

SHYG (Senior High Youth Group) meets regularly on Wednesday nights. During a typical gathering, we share our highs and lows from the week followed by a bible study on the lectionary Gospel text for the coming Sunday. This month we will begin preparing for our annual "SHYGnap," in which we invite newly confirmed freshmen into the fold of SHYG by throwing them a huge party.

Fellowship

Fellowship builds relationships and creates space for non-Faith youth to join in the ministry of Faith. Programs offered this year included: Multi-church ski trip, Freshman "SHYG-nap" (kidnap), lock-ins, bowling, etc.

Service and Mission

Our service and mission program for builds personal faith and responsibility. Being in relationship with the community is vitally important as people of faith. Faith youth worked with Meals from the Heartland and the Animal Rescue League in addition to countless other small-scale (but big impact!) in- and out-service projects carried out by individual confirmation small groups.

Last June, we introduced SURGE, a local, two-night service-learning event (think "mini mission trip") for Faith's 6-8 grade students. Participants bore to witness to God's love in Christ through hands-on service projects like packaging meals and running a "Smile Campaign," while also enjoying fellowship with their peers.

Last July, 33 youth and 8 adults from Faith participated in a week-long mission trip to serve the community of Leech Lake, Minnesota, located within an Indian reservation. This June, 29 youth and 6 adults are participating in *Rooted*, a joint effort of the Southeastern Iowa and Grand Canyon Synods. Through worship, learning, and service, high school youth and adults will gain insight into the culture and people of our respective synods while on the territory of the Grand Canyon Synod.

Photos, videos, etc. from previous and upcoming Youth & Family Ministry activities can be accessed by "liking" our Facebook page at <https://www.facebook.com/pg/FaithLCYouth/>

YOUTH & FAMILY MINISTRY TEAM CHAIR

Beanie Stein

Annual Report 2017

Team Members

The Youth & Family Ministry Team is led by Jake Bouma, Director of YFM. The Team comprises the following passionate, hard-working members: Eric Carlson, Lisa Fischer, Emma Huisman, Becky Mayer, Gus Muenzenmay, Steve Utter, Tawnya Willits, and Beanie Stein, Chairperson. In addition to planning and maintaining a presence at and supporting YFM related activities, the team focuses on short-term and long-term planning and visioning.

In addition to her work on the team, Lisa Fischer has stepped forward to assist with many of the tasks previously handled by the YFM Coordinator, a position which is not currently filled. Lisa has dedicated a few hours each week, assisting with coordinating various activities. We are incredibly thankful for her support and passion for this ministry.

Confirmation

We are continuing to use the *Colaborate* curriculum in confirmation. Both 7th and 8th graders are studying the New Testament this year, with 7th grade taught by Pastor Randy and 8th grade taught by Pastor Sarah. Jake continues to teach 9th grade confirmation, which focuses on Lutheran history, catechism, and practices. We are especially thankful for the numerous parents who volunteer their time to serve as confirmation small group guides. Twenty-one freshmen will be confirmed on Saturday, April 29th at the 5 p.m. service.

Junior High Program

A dedicated group of parents met in the fall to arrange a schedule of in-service and out-service opportunities as well as fellowship activities. A special thanks to Lisa Fischer for taking the lead in pulling this team together and coordinating the programming.

Last year a new a junior high mission trip-style service learning event—SURGE—was established for students who had just completed 6th through 8th grade. This occurred during the week of VBS and was led by Jake with the assistance of adult chaperones and senior high youth. Unfortunately the Senior High mission trip conflicts with VBS this year, so it is likely SURGE will have to take a year off. But it will be back for 2018!

High School Program

High school programs include SHYG (Senior High Youth Group) on Wednesday nights, education hour on Sunday morning, and summer bible study. During the summer, youth continue to meet on Wednesday evenings but on a prearranged schedule of outdoor social activities, including mini golf, volleyball, and a trip to the Iowa State Fair. In the summer of 2016, 38 youth and 8 adult chaperones travelled to Leech Lake, Minnesota to work in mission with the local Native American population. This summer our mission trip is a unique opportunity to travel, along with other member churches from our synod, to our sister synod, the Grand Canyon Synod. 29 Faith students along with 7 adults will participate in this event from June 10th through the 18th. We will celebrate our graduating seniors at a Baccalaureate Service on Sunday, May 7th at 10:30 a.m.

College Program

The college retreat was cancelled in 2016 due to significant scheduling conflicts amongst the eligible participants. We are continuing to attempt to arrange a retreat for 2017. College students also meet for “hangouts” when they return home during school breaks.

Faith Lutheran Church

2016 Annual Budget Meeting Minutes

Sunday, July 17, 2016, 11:30 a.m.

St. Michael's Hall

I. Call to Order & Opening Prayer

- Call to Order at 11:34am. Quorum for meeting reached
- Pastor Randy led Opening Prayer

II. Update on Church Assessment Tool

Tom Penningroth led presentation; high level summary of results for survey conducted April-May of 2016

- 67% of regular worshiping attendance participated in survey, complemented by 12 in-depth personal interviews
- Faith defined as a “Paraclete Congregation”: healthy in terms of satisfaction, energy is good, but has room to improve
- Ministry teams and council will work to incorporate goals into the life of the congregation
- Brief Q&A

III. Approval of April 2016 Annual Meeting Minutes

- Moved to approve & seconded, no discussion.
- Motion passed to approve minutes

IV. Business

A. Presentation of Budget

Nate Stone, Treasurer

- review of past 7 years of giving
- FY15 and FY16 breakout of giving, expenses, and progress on Renewing Faith capital campaign

B. FY17 Budget Review

- Nate led narrative review of each ministry, property expenses
- Brief Q&A
- Motion to approve & seconded, no additional discussion
- Motion passed to approve FY17 Budget

Closing prayer from Pastor Sarah
Meeting adjourned 12:15pm