



Faith Evangelical Lutheran Church & School
“Growing Together in the Eternal Gospel”

ANNUAL REPORT

for the Fiscal Year July 1, 2020 to June 30, 2021

Presented to the Annual Congregational Assembly
September 19, 2021 - 6:30 PM

FORWARD

The staff and elected leadership of Faith Evangelical Lutheran Church are pleased to once again present to you an annual report of ministry activity. Over the last decade much valuable feedback on so many issues has been offered to our Faith family leaders as a result of Faith members receiving these annual reports as well as the April Ministry & Budget plans. An annual printed report distributed to the congregation in advance of our annual August Congregational Assembly is a constitutional requirement. The Presiding Elder's Advisory committee is also tasked with a review of this document on behalf of the congregation (also required by constitution). However, the past twenty months of COVID challenges have made many of these customary progressions far more difficult. Yet, we pray that every Faith family member will be blessed by the reading, reviewing and commenting on (using technology if you prefer) the details of the ministry that has been able to happen among us over the last fiscal year, another year when truly nothing was the same as usual.

AGENDA FOR THE ANNUAL CONGREGATIONAL ASSEMBLY

Call to Order/Welcome – Presiding Elder Mark Kohl

Devotion & Prayer – Presiding Pastor Ed Ungemach

Review of Agenda – Presiding Elder Mark Kohl

Presentation of Annual Report – Pastoral Staff & Parish Council

Deacon Review

Open Discussion

New Business – Presiding Elder Mark Kohl

Proposal for Lift Station/Sewer Easement with Casey's General Stores - Presiding Deacon Tyler Petersen

Employment/Compensation Policy Update - Presiding Deacon Tyler Petersen

Call for Extended Learning Teacher - Presiding Deacon Tyler Petersen

Any New Business from the Floor of the Assembly

Adjournment with Prayer – Presiding Pastor Ed Ungemach

Vestry Report – Presiding Elder Kevin Woller

Certainly, this past year has been unlike any in our Faith family's history. The Vestry has appreciated the flexibility and understanding of our brothers and sisters as we adjusted from all virtual worship to socially distanced masked worship and finally a more normal worship experience. To be sure there will continue to be changes (even as I write this, we are under a mask mandate once again), but as we look back on the past year, we praise God for the abundant blessings he bestowed upon us here at Faith Lutheran.

This last year's Vestry saw a small change from the past few years as our previous Presiding Deacon David Jensen, having served his allotted term limit, was succeeded by Tyler Petersen. Tyler has brought a fresh perspective to the Vestry and under his guidance the Parish Council has begun the process of building toward the future through a review of and action planning for each area of Faith's Ministry. As this process advances and the pandemic fades, look for opportunities to play a role in this effort.

Much of the Vestry's attention this past year was spent planning and reacting to COVID related challenges at school and church. We thank all our pastors, teachers and staff for their patience and cooperation providing opportunities for children and adults to hear and learn that *One Thing Needful* in school or over the internet. A special thanks to Jay Lichtenauer for his many hours live streaming our worship services. If you took the opportunity to "dial into" WFEL or stream a worship from Faith's website, please take an opportunity to tell Jay thanks!

Finally on a personal note as I leave my role as Presiding Elder, these past six years have been a blessing serving his people here at Faith. There have been challenges for sure, but I have enjoyed working alongside our pastors, teachers and staff as well as all past and present Deacons of the Parish Council who put many hours in service to Faith. Please welcome Mark Kohl as he transitions into the role as our new Presiding Elder. God's richest blessings!

The Faith Vestry (Executive Committee) for fiscal year 2020-2021 was:

Kevin R Woller, PhD, Presiding Elder

Tyler D. Petersen, Presiding Deacon

Edward C. Ungemach III, Presiding Pastor

Pastoral Staff Report – Presiding Pastor Ed Ungemach

It may seem an overstatement at first glance but the fiscal year just ended certainly is in the running for most challenging year in Faith history. An entire school year successfully completed with all participants masked and distanced with almost a daily need to also supply a virtual option for those not allowed to be present. A worship schedule that resumed in-person participation only a few weeks into the new fiscal year but required extra services each week with limited (and registered) attendance. We worked our way through both major “holiday” seasons of the Church Year needing to think through and manage every element of participation from sacrament to song. We are equally appreciative of the patience of the staff and volunteers who spent so much extra time in planning and execution of plans and then those who participated in worship, whether in person or on the stream, who experienced a journey as far from “normal” as most any of us could have imagined.

There was so much about the last year that did not happen as usual or at all. But there was so much additional effort needed to accomplish all that did occur. Your pastoral staff wishes to thank everyone for all the effort, creativity and investment made by so many to do what we were able to do during a most unusual year. We especially appreciate your prayers and support. In addition to that thank you request that such prayers continue for the year ahead which promises to be interestingly challenging in its own right. We will join our prayers to yours that “normalcy” may return soon but also that we all continue to pull together on our journey through these strange days. Blessings await us all as we remain focused on the Word no matter what may be swirling all around us.

We are in a rare position as we concluded a fiscal year. Faith has very seldom experienced no called staffing changes from one year to the next over the last two decades. This summer is one of those rare moments. The one very significant exception on the staff as a whole would be the “formal” conclusion of the service Howie Kamholz has provided in parish administration. The last two fiscal years have been transitional with Howie first getting Ellen Golvach assimilated as the new Parish Administrator and then spending the second (current year just ended) assisting with parish administration. Howie remains committed to a number of tasks as a volunteer in his retirement but the Faith family, and the pastoral staff in particular, thanks him for his many years of dedicated service to the cause of our ministry to the Lord. The blessings of Howie’s service among us are many and clearly evident. Please take a moment to express your own appreciation to Howie when you have opportunity.

As a staff your pastors and those who assist us remain committed to meeting every ministry opportunity, we are made aware of in the best manner available to us. During COVID more elements of that interaction have become virtual engagements. However, as possible, worship services, weddings, funerals, hospital visits, baptisms, shut in calls, devotions for ministry groups, counseling, classroom instruction, administration and leadership support continue as circumstances allow. Faith long has been an amazingly busy place. Even during the “less active” days of this pandemic pastoral staff members very rarely find themselves idle, looking for something to do. But we are always on the lookout for needs we might address, and we are counting on all of our Faith family members to assist us in identifying them.

As we have mentioned in the past a significant amount of pastoral ministry grows out of our Faith family members or someone from our community reaching out to a pastoral staff member to request assistance. We continue to pray that you will reach out to one of us in your own moments of need, or for someone about whom you are concerned. We never take your confidence in us nor your expectations of us for granted. Your pastors continue to pray that you will always find us approachable and available. We also pray that God’s grace will continue to enable us to meet your spiritual needs through Word and sacrament as the Lord of the Church grows and shapes us as his servants to serve you better. Please don’t hesitate to give any of us a call, send us a text or e-mail, or ask for a moment of one-on-one time at the end of a virtual gathering on-line to let us know how we can assist you or someone about whom you are concerned.

God continue to bless our dear Faith family!

2021-2021 Pastoral Staff & Pastoral Support Staff Members:

Gregory P. Hermanson, Pastor

Edward C. Ungemach III, Pastor

Craig R. Breitkreutz, Director of Christian Education

Catherine C. Backer, Director of Church & School Music

Ellen R. Golvach, Parish Administrator

Howard E. Kamholz, Parish Administration Assistant

Charissa M. Breitkreutz, Principal Organist, Principal Accompanist

Comprehensive Staff Assignments for July 1, 2020 – June 30, 2021

(This listing includes all individuals called by and/or compensated by Faith during this fiscal year.)

Greg Hermanson - Pastor of Personal Ministry (counseling & visitation) & Instruction, Deacon of Special Ministry, Adult Bible Study Instructor, Fifth & Sixth Grade Catechism Instructor, Fifth & Sixth Grade ChristLight Instructor, Public School Catechism Instructor

Ed Ungemach – Presiding Pastor (Vestry member), Pastor of Worship, Administration & Evangelism, Acting Deacon of Evangelism, Adult Instruction Class Coordinator and Instructor, Adult Bible Study Instructor, Seventh Grade Catechism Instructor, Seventh & Eighth Grade ChristLight/Hymnology Instructor, High School Bible Study Instructor, High School Ministry Coordinator, Recess Supervisor

Curt Golm - Eighth Grade Catechism Instructor

Craig Breitkreutz – Director of Christian Education (includes being Elementary School Principal), Deacon of Parish Instruction, half time middle grade instruction, School Technology Coordinator, Adult Bible Study Instructor

Keith Kopczynski – Seventh/Eighth grade homeroom, upper & middle grade instruction, School Athletic Director

Cathy Backer – Fifth/Sixth grade homeroom, upper & middle grade instruction, Director of Church & School Music, vocal & instrumental worship music coordination, associate organist/accompanist

Teri Johnson – Third/Fourth grade homeroom, primary/middle grade instruction

Carrie Dorst – Kindergarten/First/Second grade homeroom, primary grade instruction

Sara Fendel – Pre-Kindergarten Coordinator and Lead Instructor

Barbara Lichtenauer – Kindergarten/First/Second Grade Instruction Assistant

Karen Cochran – Pre-Kindergarten Instruction Assistant

Charissa Breitkreutz – Extended Learning Instructor, Principal Organist, Principal Accompanist

Ellen Golvach – Parish Administrator, Volunteer Facilitator/Supervisor, Ministry Support Coordination/Facilitation

Tammy Kohl – Part time School Secretary, Technology Coordination

Howie Kamholz – Parish Administration Assistance

Anna Rohwer – Before & After School Care, Recess Supervision, Part time church campus custodian

Andrea Pawlak – Before & After School Care

Membership/Attendance

Fiscal Year Ending	Baptized Members	Communicant Members	Average Weekly Church Attendance	Average Weekly Bible Class Attendance	Sunday School Enrollment	Faith School Enrollment
2021	880	718	n/a - COVID	n/a - COVID	n/a - COVID	86
2020	894	704	n/a - COVID	n/a - COVID	n/a - COVID	94
2019	927	732	388	82	104	104
2018	979	774	412	87	137	109
2017	968	758	411	84	125	101
2015	1015	769	429	75	121	145
2010	1106	807	528	97	115	180
2005	1014	745	450	120	141	155
2000	970	708	440	160	74	197
1995	944	673	450	100	101	190
1990	787	559	415	110	112	175

Communicants/Attendance/Offerings

Fiscal Year Ending	Communicant Members	Average Weekly Attendance	Communion Average Per Communicant	Total Offerings	Average Annual Offerings Per Communicant
2021	718	n/a - COVID	n/a - COVID	\$1,161,757.91	\$1,618.05
2020	704	n/a - COVID	n/a - COVID	\$1,448,156	\$2,057.04
2019	732	388	10.04	\$1,441,772	\$1,969.63
2018	774	412	9.22	\$1,138,311	\$1,470.68
2017	758	411	9.12	\$1,132,919	\$1,494.61
2015	769	429	9.21	\$1,017,839	\$1,323.59
2010	807	528	9.01	\$1,119,267	\$1,387.00
2005	745	450	NA	\$1,234,160	\$1,656.59
2000	708	440	NA	\$673,099	\$950.70
1995	673	450	NA	\$605,116	\$899.13
1990	559	415	NA	\$420,611	\$752.43

Transfers OUT to other WELS/ELS Congregations (Adults & Children)

James Walker	Alanna Walker	Tyler Walker	Richard Schaefer	Robin Schaefer
Kenneth Balza	Hermine Balza	Ryan Liermann	Mary Liermann	Anders Liermann
Liam Liermann	Joseph Picone	Trystan Johnson	Clint Johnson	Jennifer Johnson
Tanner Johnson	Tori Johnson	Taya Johnson	Timothy Johnson	Taytem Johnson
Cheryl Synowicz	Richard Swearingen	Susan Swearingen	Meghann Swearingen	Ben Schroeder
Kaelyn Schroeder	James Schroeder	Emma Schroeder		

Released from Faith membership (Adults & Children)

Anthony Falcon	Christopher Hoerauf	Jaclene Hoerauf	Zoe Hoerauf	Zevy Hoerauf
James Synowicz	Keith Hayner	Ross Purchatzke	Charles Harris Jr	Sharmella Harris
Charles Harris III	Christopher Harris	Courtney Harris		

Removed from Faith membership (Adults & Children)

None - COVID

Excommunicated from Faith membership

None

A Snapshot of membership over this fiscal year:

<u>Gains in Membership</u> (souls)		<u>Losses in Membership</u> (souls)		<u>Membership 6/30/2020</u>	
Baptisms	3	Deaths	1	Souls	894
Confirm/Profess	21	Release/remove	13	Communicants	704
Transfers (adult)	2	Transfers Out	<u>28</u>		
Transfers (child)	<u>2</u>	Total	42		
Total	28				

<u>Gains in Communicants</u>		<u>Losses in Communicants</u>		<u>Membership 6/30/2021</u>	
Youth	27	Deaths	1	Souls	880
Adult	9	Release/remove	9	Communicants	718
Professions	0	Transfer Out	<u>14</u>		
Transfers	<u>2</u>	Total	24	Net Souls	-14
Total	38			Net Communicants	+14

A Comparison of Communicant Membership Gains

Fiscal Year Ending	Adult Confirmations	Professions of Faith	Transfer In	Youth Confirmations
2021	9	0	2	27
2020	3	0	5	0
2019	10	0	3	12
2018	8	6	13	15
2017	6	5	14	12
2015	11	6	20	10
2010	9	15	10	19
2005	2	4	35	23
2000	12	13	18	19
1995	10	10	7	12
1990	9	20	15	15

A Comparison of Communicant Membership Losses

Fiscal Year Ending	Deaths	Release	Transfer Out	Excommunication/ Removal
2021	1	9	14	0
2020	7	9	14	6
2019	6	28	14	38
2018	5	8	5	8
2017	3	2	11	24
2015	4	18	15	16
2010	2	18	20	5
2005	3	3	23	0
2000	1	12	13	0
1995	2	7	32	4
1990	4	4	28	7

A General Statistical Comparison

Fiscal Year	Baptized Members	Communicant Members	Baptisms	Confirmations	Marriages	Burials
2021	880	718	11	38	3	1
2020	894	704	13	3	3	8
2019	927	732	23	22	2	6
2018	979	773	17	23	5	5
2017	968	758	15	18	3	5
2015	1015	769	20	21	6	4
2010	1093	803	38	28	7	3
2005	1014	745	11	15	8	4
2000	970	708	26	31	6	1
1995	944	673	13	22	8	2
1990	787	559	20	24	12	5

Parish Council Overview – Presiding Deacon Tyler Peterson

The Parish Council meets monthly on the first Tuesday of the month to conduct the business of the congregation. Each meeting begins with a Bible study. Three meetings each year are dedicated to Bible study. A typical meeting involves approving membership changes and reviewing reports from each of Faith's ministry areas. The Parish Council develops ministry plans and budget for the coming year and prepares content for the annual report. Parish Council recommendations are presented to the congregation for approval.

We thank Dr. Kevin Woller from the Vestry, Jim Duff, Pastor Hermanson, and Ben Schroeder from the Parish Council, and Mike Kamholz from the General School Board, for their lengthy and faithful service to our Lord and our Faith family as their terms end with the fiscal year.

Deacon of Outreach Report – Paul Boentges

Outreach

- Developed a pro-active 2020-2021 Outreach Schedule to ensure all programs, events, and ministries that utilize Outreach resources are sufficiently supported.
- Continued partnering with the Pastoral staff in identifying and developing Outreach strategies and initiatives.
- Ensured each of the five (5) Outreach sub-groups (Program Creation Team, Event Creation Team, PR/AD Team, WFEL Radio Team, and Website Team) were adequately staffed.

Public Relations and Advertising

- Partnered with the Communications team to develop and implement effective PR/AD campaigns utilizing Social Media (Facebook Ad Campaigns, Facebook Event “Boosts”).
- Planned, developed and implemented an expanded advertising campaign supporting the “A Child Can Change Everything” Christmas program (e.g. Billboards, Banners, Special Mailings, and Invitation Cards). Mailed 6000+ invitations to the community
- Planned, developed, and implemented a standard advertising campaign supporting “The New Day is Yours” Easter program (e.g. Banners, Local Newspaper Ads and Special Mailings). Mailed 6000+ invitations to the community
- Partnered with the Deacon of School Ministries and Deacon of Communications in developing and implementing effective advertising campaigns in support of the school (e.g. Open Enrollment and ½ Price Tuition Program). Due to the COVID pandemic, advertising campaigns supporting the school were limited.
- Created a comprehensive “inventory” of all advertising outlets currently employed by the PR/AD team.
- Continued promoting church/school and events and programs through the use of banners on the church and school campuses to include:
 - Christmas Services
 - Easter Services
 - Open Enrollment
- Created and published church and school ads utilizing various media outlets to include:
 - Lake County Journal
 - Little Lake County Preschool Guide
 - Local Newspapers
 - Antioch Chamber of Commerce
- Funded the WFEL radio ministry.
- Hosted election polling on the church campus.

Program and Event Creation

- Due to the COVID pandemic, the “Harvest of Blessings” community outreach event originally scheduled in November 2020 was cancelled.

Upcoming Goals

- Continue promoting and supporting on-site functions such as Voting, the Antioch Women’s Club, and Conferences/Special Events.
- Continue identifying and executing new and improved advertising strategies focused on recruiting prospective K – 8 students currently enrolled in local preschool programs not affiliated with Faith Lutheran School.
- Identify and execute at least two (2) special events on the Faith campus (e.g. Trunk or Treat, Fall Harvest Festival, etc.).
- Partner with the Deacon of Communications in identifying new and effective methods of increasing Faith’s presence on Social Media

Associate Presiding Deacon's Report – Ben Schroeder (Vestry/Tyler Petersen filling vacancy)

The Associate Presiding Deacon (APD) serves as the Vice Chairman of the Parish Council, chairs two committees, and supervises any ad hoc projects of the council and congregation.

Staff Care & Compensation Committee: The APD, the Deacon of School Ministries and the Presiding Pastor are required participants on the committee. He Deacon of Ministry Support has also recently been attending SCCC meetings. In addition, the APD may appoint a separate chair of the committee to serve under him. Please contact the APD or any member of the Vestry to discuss participating on the Staff Care and Compensation Committee. While the COVID pandemic scaled meetings to essential-only, the committee did meet virtually numerous times during the year to undertake critical business and communicated regularly as necessary in the interim.

During the past year the committee focused on:

- Staff compensation component of budget planning
- Monitoring/updating elements of the employment and compensation policy
- Maintained the use of synod's called worker compensation calculation tool
- Continued developing new or updating existing formal position description documents
- Completed annual staff interviews before the end of the fiscal year

We hope to add new committee members during the year so more and better committee activities might be developed.

Long Range/Strategic Planning Committee

Committee members are: Ben Schroeder (APD)

Long-range planning activities were essentially paused due to the COVID pandemic and need for more immediate focused efforts.

Deacon of Ministry Support Report – Jeremy Lohman

Building & Grounds

Work throughout the year focused on keeping the buildings operating as clean, safe and efficient as possible. Outside of routine maintenance, several areas were addressed. Those areas included:

- Improved and more robust cleaning and sanitizing at church and school during COVID
- Waxing of floors at church and school

We continue refining a better process/system for completing work items. But much still has to be prioritized and some work is still not getting done in a timely fashion due to a lack of funding and/or able volunteers. It is still our ultimate goal to employ a full-time maintenance/custodial position as our budget will allow.

Technology Committee

During the past year, the technology committee has maintained both church and school technology as well as made upgrades in the support of ministry.

- Began process of going from a physical server to a cloud-based server

Finance Committee

The committee continues to manage all elements of Faith's income and expenditures over the last year. From counting offerings to processing/paying invoices to assisting the Parish Council in building the next budget, a wide range of talents and experience were needed to address our expanding financial picture.

This last year highlights that the team accomplished include:

- Helping to shift school registration to an online process
- Monthly snapshot to report general offerings and Faith Forward giving
- Completion of an internal audit by volunteers

Deacon of Communication Report—Lee Steinsdoerfer

How do I properly report out on how our church's communication functioned over this past year? Nothing about this past year has been normal therefore we were (and still are) in a position where we had to learn anew how to communicate with those both in our congregation and those outside of it. As I mentioned in our Ministry Plan our mission has always been in everything Faith communicates to "Be the Moon" and reflect our Lord Jesus Christ and the grace and peace he brings to all through his glorious Gospel. Despite the many changes and challenges we've faced this past year I can report that we have remained faithful to that mission and our message did not change.

What did change this past year was how we communicated.

Websites/Social Media

- Websites and Social Media are a shared responsibility between Communications and Outreach. Thanks to this teamwork these areas have continued to function over the past year and remained effective in getting our message out about happenings at Faith.
- As always additional help with these areas of communication would allow us to expand our reach. If you think you might be interested in **helping out with social media** please contact the church/school office.

Church Life Member Phone/Tablet App

- Church Life is Faith's popular smartphone app which has a complete **directory of members & prospects** and features a quick easy way to manage your **online giving**. These same features and more are also available through our member portal called AccessACS. If you would like a login contact our church & school office via email at office@faithantioch.org

Pictorial Directory

- Due to the many continued covid situation this year the pictorial directory has again been delayed.

Regular Communication Church & School

- Regular communications include the weekly Parish News and Notes which is distributed in paper or email, the school newsletter "The Anchor", monthly calendar, stewardship newsletter, monthly financial update, distribution of many flyers and magazines from various associated ministries and a large number of emails to various school and church groups.
- The large screen located in the gathering space continues to be used for weekly announcements, special events such as weddings, funerals, election polling and various outreach events.
- The school kiosk/display screen in the school entryway and greets visitors and school families with a weekly update of past and upcoming school activities.

Thank you

- A special thank you to our communications team for managing our Website, Facebook, Twitter, Email, paper and electronic communications.

Deacon of Worship Report – Ben Olson

Worship and Music Ministries

- Resumed in-person worship when allowed by recommendations in July 2021
- Developed, maintained, and adjusted all the processes and practices that facilitated and allowed continuation of in-person worship
- Scheduled, planned, and prepared festival and special worship music
- Recruited and facilitated small ensembles and soloists to provide music during worship (vocal & instrumental)
- Formulated and received necessary funding for a plan to supply the entire spectrum of the new hymnal materials that our comprehensive worship plans require for the future - order placed in June 2021 (funds in the bank ready to apply)
- Supervised the maintenance of organ and church pianos

Arts & Appointments Committee

- Changed triptych panels according to the seasons of the church year
- Coordinated the continuing and seasonal decorations of the Commons

Altar Guild

- Sustained volunteer level/performance of Altar Guild
- Regularly cleaned and maintained chancel and chapel
- Regularly cleaned and maintained all vestments, paraments, linens, communion ware, etc.
- Setup for all communion services, baptisms, festival services, chapel prayer services, etc.
- Decorated chancel/chapel for December & Easter holidays

Ushers

- Continued schedule and supervise smaller usher crews due to COVID realities (thank you John Howell for serving as usher team coordinator!!)

Deacon of Stewardship Report – Shawn Wietbrock

For the past year, we focused on the following areas:

- Consistent communication of weekly offering income through the Parish News & Notes
- Provide quarterly updates on members' offerings and congregation's financial situation in member mailboxes or via U.S. mail
- Include letter of spiritual encouragement with offering envelopes that are mailed to members
- Work with the Planned Giving Committee and promote estate gifts to be given to the congregation
- Work with the Planned Giving Committee to award grants from the Faith Foundation that promote the ministry of Faith Lutheran
- Provide recognition to those who have left memorial gifts to the congregation by putting on public display a Book of Memorials
- Provide recognition to our members who have died in the past year by putting on display "Saints Triumphant Crosses"
- Promote our Faith Forward Capital Campaign to eliminate or lessen congregation's mortgage obligations and, if possible, start a building expansion fund to move our school ministry over to the church location sooner.
- Work on planning and promoting 2022 Faith Ministry Fair that will be on Sunday September 11, 2022
- Promote Invest in Kids Act to help more children attend Faith Lutheran School
- Maintained an "immediate assignment" protocol of offering envelopes to new member households

Deacon of Special Ministry Report – Pastor Greg Hermanson

Grief Share, Bereavement Ministry

- During the Covid shutdown, we did not hold the Grief Share Bereavement Ministry. This is a ministry to support people, who have lost a loved one, move through their grief. If you know of anyone who might benefit from this support group, please contact Pastor Hermanson.

Divorce Care

- During the Covid shutdown we did not hold Divorce Care Support Ministry. This is support group for those who have or are soon to move through a divorce. If you know of anyone who might benefit from this support group, please share this information with them.

Jesus Cares Ministry

- Jesus Cares Ministry reaches out with God's Word to those with physical and/or mental handicaps. We meet the second Saturday of every month from 10:30 AM to noon. We have a simplified Bible story, activities, crafts, and treats. It is a very fun time for both the participants and the volunteers. During the Covid shutdown we did not hold the Jesus Cares Ministry. If you know of anyone who might benefit from this ministry, please invite them to attend. If you would like to be a helper, please contact Pastor Hermanson.

Childcare for Bible Study/Events

- We were unable this last year to provide childcare on Sundays between the services and on Wednesday evenings so that parents were able to attend either Bible studies or the Adult Instruction Class. When the situation improves, we will resume Childcare.

Prayer Ministry

- During the last year we have both had technical difficulties with our Prayer Ministry and there have been virtually no prayer requests. We will correct our technical difficulties in the weeks ahead. Prayer requests may be written out and put in the box in the Gathering Space just to the right of the sanctuary doors. If you would like to submit a prayer to the prayer chain, please write it out on the paper by the box and put it in the box. If you would like to join the prayer chain, please contact Mr. Tim Meiselwitz, our new Deacon of Special Ministry.

Helping Hands and Caring Hearts

- We are a family and so it is good for us to acknowledge God's blessing of a new baby and to give words of comfort in difficult times like illness or loss. Helping Hands and Caring Hearts are a group of ladies who send out cards to members experiencing changes in their lives. They will also prepare meals for those in challenging times. Mrs. Elaine Frank oversees this ministry. If you would like to help in this ministry, please give her a call.

Sharing the Burden/Sharing with Others

- These are two programs where on behalf of the congregation we help either members, who are suffering from financial difficulties or people from the community, who are struggling financially. Pastor Hermanson and Mr. Tim Meiselwitz oversee this ministry of compassion. If you would like to help in this ministry, please contact Pastor Hermanson.

Deacon of Evangelism Report – Pastor Ed Ungemach served as acting deacon

Highlights from Evangelism supervised activities:

Fellowship

- All fellowship activities were suspended for the length of the fiscal year due to COVID restrictions.

Shepherding

- Shepherding activities were suspended for the duration of the fiscal year due to COVID sensitivities and restrictions, but the Parish Council took up the task of monthly inreach assignments to Faith members

Adult Instruction Classes

- Adult Instruction Classes continued virtually on Wednesdays (Fall 2020) and Mondays (Spring 2021) averaging a dozen weekly participants throughout each cycle.
- AIC sessions will continue virtually until the COVID crisis has subsided but likely will continue to always have a virtual option perpetually in the future.
- Everyone is invited anytime to join a ZOOM AIC session. This is a wonderful review of the basics for long time Christians/Faith members and also a wonderful opportunity to invite a friend to join with you. Invites are sent out on the day of class weekly. Just let Pastor Ungemach know in advance you would like to join in.

Messenger

- The Messenger (Faith's evangelism newsletter) has continued to be produced and mailed during COVID but much less frequently as strategic times of the year. Hearty thanks to our mailing team which prepares, prints, folds and labels each issue!
- We continue to mail issues to "New to Area", our prospect list and inactive members.

Visiting Elders

- The work of the Visiting Elders also was suspended due to COVID over the duration of the year predominantly because we had no ability to monitor worship participation on a number of our streaming platforms.

Deacon of Associated Ministry Report – Todd Simonsen

Organization Updates:

- **Internal:** Covid 19 impacted our in-person worship services, and thus our opportunity to invite our usual number of guest preaching support. While some guest preaching did occur, we do look forward to the upcoming year when we can get back to more regular opportunities, particularly during our heavier worship schedule of Advent and Lent.

- **Christian Life Resources (CLR):** The CLR center did not get the visibility of previous years largely due to the restricted worship environment we were in. Previous years saw several internal organizations, as well as individual members, supporting CLR with financial gifts as well as volunteering their time at their Mundelein location. This is an organization available to those new or expecting mothers that are challenged to meet basic material needs. While visitors can get assistance in contributing to these needs, they also get a small pamphlet or devotional that connects them to Jesus. Pray for this organization and consider a financial or material gift by contacting them -- contact information is below.
- **Martin Luther College (MLC):** MLC was also challenged last year with students adhering to an on-line learning environment for several months of the year. This prevented them from participating in their usual concerts the MLC choir would put on while visiting WELS churches. We hope this will re-start very soon as they were also enlightening experiences. Currently there are 4 Faith members attending MLC..
- **Camp Oakridge:** Faith members continue to represent us at Camp Oakridge. With Covid last year, days of camping usage was down 35%, or 675 days. We continue to do our part in the Beautification Process and have completed two of our three sessions (the third one being this fall). The board has identified a new list of projects, and these are being completed as the finances and time allow. Faith continues to contribute out “fair share” and the planned budget for 2020 had a 16% increase in income, and a reduction in planned expenses of 36%, so the year ended with a surplus.
- **Shoreland Lutheran High School (SLHS):** SLHS activities were limited this year with Covid. We look forward to getting back to the many activities they host that our members participate in as well as those services where SLHS students participate in our worship.
- **Lutheran Women’s Missionary Society (LWMS):** We continue to support and promote LWMS events through various Faith media and word of mouth encouragement we hope to continue to increase local interest and participation in circuit rallies and conventions.
- **Kingdom Workers and Institutional Ministries:** We continue to focus on developing local resources that are willing and able to focus on a specific ministry, such as Kingdom Workers and Institutional Ministries. We saw our Institutional Ministries be creative in our Covid crisis and began an email program with institutionalized individuals. This creative approach allowed pastors to increase the number of contacts made over previous years, albeit not in person. However, the reduced costs, and increase in contacts allowed the word and message of Jesus to reach a new high in this area. Kingdom Workers has also many strong programs in progress and are getting back to more in person engagement. Financial donation opportunities exist in these two areas and are always needed and appreciated. Contact information is below if these are areas you wish to support.
- **Asia Missions:** In 2018 and 2019, Dr. Matthew Doebler from Asia Lutheran Seminary attended and presented at Men’s Breakfast. Covid prevented his travel last year. We continue to stay in touch, and look for opportunities to support Dr. Doebler, Asia Lutheran Seminary and their mission.
- **Synod:** WELS offers numerous platforms to stay in touch with synod news and events, daily devotions, ministerial call reports, and compelling reports from our various mission fields. If you are looking for your spiritual nourishment on the go, then download a variety of devotions, daily Bible readings, and more to your MP3 player. Channels include education, family, inspiration, news, and teen. www.wels.net/streams/podcasts

Ongoing Goals:

- Maintain ongoing proper financial support for Associated Ministries. In line with our budget guidelines and practices, we have done a good job delivering a pre-set percentage of offerings to the Synod and Shoreland. In addition, we intend to keep two small budget items to 1) properly fund guest preachers from our Associated Ministries when they come, and 2) an ability to offer a special gift to a select Associated Ministry quarterly.
- Improve awareness, communication, and representation for all Associated Ministries. We have multiple representative positions, both called and lay, which enables more consistent participation in SLHS board meetings, Camp Oakridge leadership, and others, and should result in solid communication to and from our congregation. Please contact me directly with suggestions for improvement.

Stay in touch with our WELS ministries on the web.

WELS Kingdom Workers
 Lutheran Women’s Missionary Society (LWMS)
 WELS Christian Aid and Relief
 Wisconsin Lutheran Institutional Ministries

www.kingdomworkers.com
www.lwms.org
www.wels.net/aom/christian-aid-and-relief
www.wlim.net

Our WELS Schools:

Luther Preparatory School
 Michigan Lutheran Seminary (High School)
 Shoreland Lutheran High School
 Martin Luther College
 Wisconsin Lutheran Seminary

www.lps.wels.net
www.mlsem.org
www.ShorelandLutheranHigh.org
www.WLC.edu
www.WLS.wels.net

Deacon of Parish Instruction Report – Craig Breitkreutz

Sunday School & Youth Ministry

- Sunday School & Youth Ministry did not occur due to COVID. We look forward to restarting this year on Sunday, September 12th!

Seasonal Instructional Programs

- There were no seasonal instruction programs this year due to COVID. We hope to return to these activities this year.

Bible Studies

- Bible studies were delayed for much of the year because of COVID.
- The Sunday class studied Fruits of the Spirit upon return to class. Classes were offered both in-person and online through Zoom. The Sunday class is now studying the Ten Commandments. The Ten Commandments have been presented by Pastor Hermanson, Craig Breitkreutz, and Pastor Unger. The Women's Bible Study was again led by Pastor Hermanson. They studied Politics Is Driving Me Crazy before their summer break.
- Wednesday evening, Women's Bible Study, Wisdom of the Ages, and Men's Breakfast Bible Study are all scheduled to restart in September.

Other Programs

- We look forward to the opportunity to have activities for the Pioneers and Ladies Aid programs this year.

Deacon of School Ministries Report– David Jensen

Faith Lutheran School resumed and maintained in-person instruction of all students. While challenging at times, the ever-changing situation with COVID taught our students, parents, and staff how to persevere, adapt, and overcome what other schools thought was not possible - in-person learning in the midst of a pandemic. COVID also gave us reason to turn to our Lord in prayer, give thanks, and count our blessings for those things that we take for granted. Children learn best in-person and because Faith's students were in-person there has been no lapse in their academic advancement. A special thanks to our staff and volunteers for dealing with a difficult situation and ensuring the safety of our students.

The following are some highlights of the year:

Enrollment

- Total enrollment was 86 students.
- 10 students graduated from eighth grade, 6 enrolled in Shoreland Lutheran High School.

Academic

- WELSSA Certification was renewed with a rating of Exemplary, the highest level of accreditation.
- Expansion of mathematics: Geometry was offered for the first time.
- New Chromebooks were purchased with a grant from the Foundation of Faith.
- Students were able to compete in 3 sports this year and academic competitions were held virtually.

Faculty/Staff/Board Updates

- Principal Craig Breitkreutz achieved his Masters of Arts in Theological Studies from Martin Luther College.
- 3 teachers are certified by the State of Illinois. While teachers undergo a rigorous course of study in education and are degreed, the State of Illinois does not require certification of non-public school teachers. Our teachers are encouraged to seek certifications as part of their continual learning and professional development.
- 3 teachers are members of the ASCD (Association for Supervision and Curriculum), a professional organization of educators dedicated to educational excellence.
- The faculty studied service learning - an instructional approach that takes lessons from the classroom and gives students practical application and experience through volunteering and service projects.

Faith Evangelical Lutheran Church
Balance Sheet
For the Year Ended June 30

	2021	2020
Current Assets		
Cash & cash equivalents		
Church Operating Account	\$4,922	\$87,077
School Special Funds	\$70,469	\$69,268
Church Special Funds	\$60,478	\$62,808
School Savings Account	\$1,029	\$1,029
School Scrip Account	\$2,205	\$2,139
Mortgage Money Market Account	\$87,381	\$141,730
Total Cash & cash equivalents	\$226,484	\$364,051
Total Current Assets	\$226,484	\$364,051
Other Assets		
Land, Buildings & Equipment		
Land	\$1,144,407	\$1,144,407
Equipment	\$20,236	\$20,236
Buildings	\$5,080,186	\$5,080,186
Total Land, Buildings & Equipment	\$6,244,829	\$6,244,829
Total Other Assets	\$6,244,829	\$6,244,829
Total Assets	\$6,471,313	\$6,608,880
Liabilities, Fund Principal, & Restricted Funds		
Current Liabilities		
Payroll Taxes & Liabilities	\$8,295	\$5,183
Line of Credit	\$5,000	\$0
Payroll Protection Program (PPP) Loan	\$0	\$130,900
Total Current Liabilities	\$13,295	\$136,083
Other Liabilities		
Mortgages Payable - Thrivent - Church	\$2,526,052	\$2,783,828
Total Other Liabilities	\$2,526,052	\$2,783,828
Total Liabilities	\$2,539,347	\$2,919,911
Fund Principal		
Beginning Balance	\$3,540,428	\$3,228,962
Revenues over (under) expenses	\$217,968	\$311,466
Total Fund Principal & Excess Revenues	\$3,758,396	\$3,540,428
Restricted Funds		
Total Temporarily Restricted (Special Funds)	\$173,570	\$148,541
Total Permanently Restricted	\$0	\$0
Total Restricted Funds	\$173,570	\$148,541
Total Fund Principal	\$3,931,966	\$3,688,969
Total Liabilities, Fund Principal, & Restricted Funds	\$6,471,313	\$6,608,880

Faith Evangelical Lutheran Church
Foundation of Faith
Balance Sheet
For the Year Ended June 30

	2021	2020
Assets		
Current Assets		
Cash & cash equivalents	\$29,464	\$32,785
Total Current Assets	\$29,464	\$32,785
Other Assets		
Investments - WELS Investment Funds (1)	\$641,563	\$529,991
Total Other Assets	\$641,563	\$529,991
Total Assets	\$671,027	\$562,776
Liabilities		
Total Liabilities	\$0	\$0
Fund Principal		
Beginning Balance - Foundation of Faith	\$169,673	\$133,384
Revenues over (under) expenses	\$135,384	\$36,289
Total Fund Principal & Excess Revenues	\$305,057	\$169,673
Restricted Funds		
Beginning Balance - Temporarily Restricted	\$393,103	\$396,242
Transfers from Faith Evangelical Lutheran Church	\$0	\$0
Grant to Faith Evangelical Lutheran Church	(\$27,133)	(\$3,139)
Total Temporarily Restricted	\$365,970	\$393,103
Total Fund Principal & Restricted Funds	\$671,027	\$562,776
Total Liabilities, Fund Principal, & Restricted Funds	\$671,027	\$562,776

Faith Evangelical Lutheran Church, Antioch, IL
Statement of Revenues & Expenses
For the Year Ended June 30, 2021

UNIFIED BUDGET

Revenue	Year to Date		Year to Date Variance to Budget
	Actual	Annual Budget	
Unified Offerings	\$807,356	\$876,886	(\$69,530)
Tuition & other school fees	\$348,779	\$403,830	(\$55,051)
Tuition Assistance Gifts	\$10,148	\$25,000	(\$14,852)
Other Fees & Income	\$160,793	\$2,178	\$158,615
Total Operating Revenue	\$1,327,076	\$1,307,894	\$19,182
Expenses by Category			
Payroll, Benefits, & Taxes	\$851,031	\$826,660	(\$24,371)
Line of Credit Interest	\$1,346	\$925	(\$421)
WELS - Congregational Mission Offering	\$35,392	\$38,408	\$3,016
Shoreland Lutheran High School	\$50,822	\$55,156	\$4,334
All Other Expenses	\$373,942	\$402,451	\$28,509
Total Operating Expenses	\$1,312,533	\$1,323,600	\$11,067
Excess/(Deficit) of Revenues over Expenses	\$14,543	(\$15,706)	\$30,249
Expenses by Deacon			
Presiding Deacon/Presiding Pastor	\$0	\$0	\$0
Associate Presiding Deacon	\$851,803	\$830,309	(\$21,494)
Deacon of Ministry Support	\$270,309	\$256,741	(\$13,568)
Deacon of Communication	\$2,346	\$1,835	(\$511)
Deacon of Worship	\$11,491	\$15,884	\$4,393
Deacon of Stewardship	\$1,218	\$5,460	\$4,242
Deacon of Special Ministries	\$1,310	\$3,906	\$2,596
Deacon of Evangelism	\$2,380	\$10,471	\$8,091
Deacon of Outreach	\$13,544	\$18,550	\$5,006
Deacon of Associated Ministry	\$91,965	\$98,219	\$6,254
Deacon of Parish Instruction	\$4,588	\$10,190	\$5,602
Deacon of School Ministry	\$61,579	\$72,035	\$10,456
Total by Deacon	\$1,312,533	\$1,323,600	\$11,067

OTHER FUNDS

Building Fund	Year to Date		Year to Date Variance to Budget
	Actual	Annual Budget	
Gift Income -- Faith Forward	\$333,223	\$444,240	(\$111,017)
Interest Income	\$22	\$0	\$22
Total Revenues	\$333,245	\$444,240	(\$110,995)
 Total Interest & Other Expenses	 \$129,819	 \$179,783	 \$49,964
Excess/(Deficit) of Revenues over Expenses	\$203,426	\$264,457	(\$61,031)
 Excess/(Deficit) of Revenues over Expenses - Unified + BUI	 \$217,969	 \$248,751	 (\$30,782)

DEBT ACTIVITIES

	Year to Date		
	Beginning of Fiscal Year	Net Repayment/ (Draw)	Year to Date Balance
Line of Credit	\$0	\$5,000	\$5,000
Mortgage Principal	\$2,783,828	(\$257,776)	\$2,526,052
Total	\$2,783,828	(\$252,776)	\$2,531,052

FOUNDATION OF FAITH	Year to Date		Year to Date Variance to Budget
	Actual	Annual Budget	
Gift Income	\$2,126	\$0	\$2,126
Interest Income	\$2,423	\$0	\$2,423
Realized/Unrealized Gains (Losses)	\$130,925	\$0	\$130,925
 Total Revenues	 \$135,474	 \$0	 \$135,474
 Total Expenses	 \$27,223	 \$0	 (\$27,223)
Excess/(Deficit) of Revenues over Expenses	\$108,251	\$0	\$108,251

Faith Evangelical Lutheran Church
Sources & Uses of Funds
For the Year Ended June 30

	2021	2020
Beginning Cash & Cash Equivalents Balance	\$364,051	\$291,400
Sources of Funds:		
Unified Budget Income - All Sources	\$1,289,154	\$1,091,366
Special Funds Gifts for Unified Purposes (1)	\$10,789	\$15,832
Mortgage Fund Gifts	\$333,223	\$534,337
Mortgage Fund Other Income	\$22	\$176
Special Funds Gifts for Non Budgeted Uses (2)	\$43,363	\$89,433
Draws on Line of Credit	\$101,000	\$64,500
Payroll Protection Plan (PPP) Loan Proceeds	\$0	\$130,900
Grant from Foundation of Faith (3)	\$27,133	\$3,139
Payroll Liability Deductions	<u>\$130,171</u>	<u>\$127,851</u>
Total Sources of Funds	\$1,934,855	\$2,057,534
Uses of Funds		
Unified Budget Expenses	(\$1,312,533)	(\$1,165,642)
Mortgage Fund Expenses	(\$129,819)	(\$167,742)
Special Funds Uses for Non Budgeted Uses (4)	(\$18,334)	(\$72,398)
Repayments on Line of Credit	(\$96,000)	(\$74,500)
Principal Repayment on Church Mortgage	(\$257,776)	(\$377,169)
Payroll Protection Plan (PPP) Loan Forgiveness	(\$130,900)	\$0
Payment of Payroll Liabilities	<u>(\$127,060)</u>	<u>(\$127,432)</u>
Total Uses of Funds	(\$2,072,422)	(\$1,984,883)
Ending Cash & Cash Equivalents Balance	<u>\$226,484</u>	<u>\$364,051</u>

Notes

1. Use of special gifts for unified expenses: Tuition Assistance, Scrip rebates, etc.
2. Specially designated gifts for non budgeted uses.
3. Grant based on request submitted to Foundation Committee.
4. Use of specially designated gifts/offerings for the purposes which they were given. Coincides with item 2.
5. Remaining bequests and undesignated special gifts.

Foundation of Faith
Sources & Uses of Funds
For the Year Ended June 30

	2021	2020
Beginning Cash & Cash Equivalents Balance	\$32,785	\$5,850
Sources of Funds:		
Direct gifts	\$2,126	\$655
Interest income	\$2	\$34
Sale of investments	\$21,000	\$30,100
Transfer from Faith Lutheran Church	\$3,000	\$0
Total Sources of Funds	\$26,128	\$30,789
Uses of Funds		
Invest in WELS Investment Funds	(\$2,226)	(\$715)
Banking Fees	(\$90)	\$0
Total Uses of Funds	(\$2,316)	(\$715)
Transfers		
Grant to Faith Lutheran Church	(\$27,133)	(\$3,139)
Total Transfers	\$ (27,133)	(\$3,139)
Ending Cash & Cash Equivalents Balance	\$29,464	\$32,785

