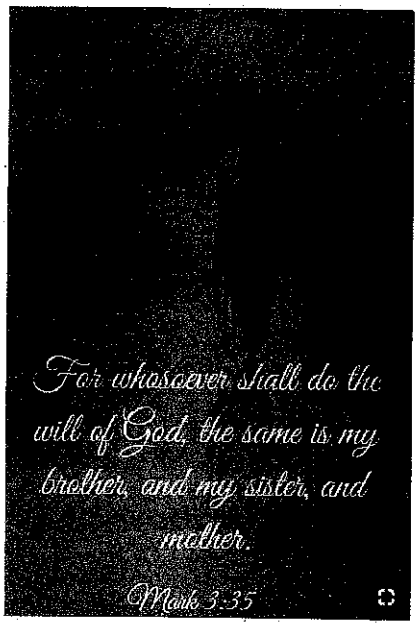
FAITH LUTHERAN CHURCH

2021 Annual Report

FAITH LUTHERAN CHURCH

Annual Meeting
January 30, 2022



I.	**Meeting Called to Order**	Bruce Trevithick
II.	**Opening Devotion & Prayer**	Pastor Biermann
III.	**Review of Annual Minutes** • Annual Meeting – January 31, 2021	Phil Whitmer
IV.	**Staff Recognition - Questions**	Bruce Trevithick/Staff
V.	**Introduction of Board Members**	Bruce Trevithick
VI.	**Introduction of Elders – Elders Report** **Membership Changes**	Matt Guinn
VII.	**Call – Deaconess/Parish Nurse**	Bruce Trevithick
VIII.	**Faith Lutheran Church – Financial Discussion** • 2021-2022 Summary • 2022-2023 Proposed Budget	Ken Duetsch
IX.	**Capital Campaign**	Bruce Trevithick
X.	**Upcoming Elections**	Bruce Trevithick
XI.	**Michigan District Convention**	Bruce Trevithick Pastor Biermann
X.	**Closing Comments/Questions**	Congregation
XI.	**Closing Prayer**	Bruce Trevithick
XII.	**Adjournment**	Bruce Trevithick

1-31-21

ANNUAL VOTERS MEETING
ONLINE

JIM PUTNAM
SARAH PALMER
BRIAN RICHARDSON
ALAN STEFFE
ROXANNE ?
CHRISTIE HANSEN
GAYLA PICKEN
ERIC
SHANTEL TREVITHICK
KIRISSA ZANDER
MARCIA GUTHIER
JOANNE RANVILLE
REBECCA BELL
JOHN CRAWFORD
WILLIAM BEAN
JOHN & CAROL KOKE
SUSAN KELLY
RICK WARE
BRUCE ?
CHERYL BURTRUM

1-31-2021 ANNUAL VOTERS MEETING

Phillip W Whitman
Ken Duetsch II
Todd K Bremer
Chet Deb
[illegible]
FRITZ BACH
Cindy La Fontaine
Dulana Oberman
Simon Hooper
Des Scott
Karen Scott
Jed Zander
Heather Biermann
DENNIS SIEGEL
Matt Gunn
Nick Hopkins
17 [illegible]
Yvonne Crow
Emily Crow

approved 1/30/2022

Faith Lutheran Church
Annual Meeting
January 31, 2021

And if the house be worthy, let your peace come on it: but if it be not worthy, let your peace return to you. (Mathew 10:13)

ATTENDANCE: 19 attendees in person, 20 attendees online. Sign in sheets available in office file.

President Bruce Trevithick called the meeting to order at 12:12pm

Opening Devotion and Prayer were led by Pastor Biermann

Minutes of the annual meeting held January 26, 2020 were reviewed by Phil Whitmer, secretary. Motion to approve was made and supported. Minutes approved by congregation.

Introduction of Staff and Board

Bruce Trevithick introduced staff members in attendance as well as Board members attending. Bruce acknowledged that staff/board members' reports are available with Annual Report packet that has been made available to the congregation ahead of this meeting. Copy is also on file in the Church office.

Introduction of Elders and Elders Report:

Matt Guinn introduced those Elders present and acknowledged those Elders that were unable to attend today. Matt shared the annual report from the Elders. He then reviewed the updates to Church membership that had transpired over the year. "A Measure of Faith's Growth Under God's Grace" was included with the Annual Report packet. Motion to approve the membership changes as presented was made and supported. Motion was approved.

Constitution Exemption for V.P. of Property & Maintenance

Bruce reviewed the 6 consecutive year provision in the constitution that limits any member from holding any one board position for longer than 6 consecutive years. Bruce requested that an exemption be allowed for the position of Vice President of Property and Maintenance be approved by the congregation in order to allow Sam Siegel to continue in this position for another term. Motion was made in support of this request, supported and passed by a unanimous vote of the congregation (Mr. Siegel abstained from this vote).

District and Synod Convention:

Bruce updated the congregation to the fact that both conventions were being postponed due to existing Covid-19 concerns. Also informed the congregation that due to these postponements that the existing officers and boards would be kept intact for an additional year.

District Position Nominations

Pastor Biermann further discussed the postponement of the District and Synod conventions. Stated that even though they had been postponed that he and the board of directors felt it to be necessary to submit nominations for various positions that would be coming up for a vote. The Board had already approved names that could be submitted by Faith Lutheran. Pastor Biermann named each open position and the proposed nominee, as approved by the Board, to the congregation for consideration and subsequent vote. The names and positions were: Rev. David Davis of Haslett for District President, Rev. Eric Cloeter of Clio for Regional V.P., Rev. Bradley Hubbard of Frankenmuth for Regional Position on the District Board of Directors, Rev. Mark Pretznow of Flint for a Regional Position on the District Nominations Com., Rev. Craig Bickel of Grand Rapids for District Secretary. Motion to support the entire slate as presented was made, supported and approved.

Faith Lutheran Church – Financial Discussion

Ken Duetsch, Vice-president of Finance, presented an overview of the 2020-21 fiscal year through the first 11 months (12th month not available prior to meeting). Pointed out that while projected income had fallen somewhat short that projected expenses had been significantly less than projected. Net income therefore for the 11 months being reported is just over $75,000 to the good. Financial report for the period February 2020 through January 2021 is included in the Annual Report packet as well as on file in the Church office. Mr. Duetsch then presented some of the highlights from the past year:

- New Accounting System in place (Quickbooks)
- Payroll outsourced to ADP
- Transition continues from Marge Taylor to in-house accounting with Alicen Dub
- Electronic/Online giving up from approximately 14% in prior year to over 40% in 2020.

Ken then discussed the proposed budget for 2021-2022. Reviewed projected revenues of $1,058,945, and projected expenses of $1,163,305 with a bottom line result of a deficit of $71,538. Projected increase of revenues was set at 1%. Of note – no salary increases were approved unless a change of job duties takes place. Full details of the proposed budget are included with the Annual Report packet. Motion to accept the proposed budget was made, motion was seconded. Discussion and clarification of certain figures ensued. Vote was called for and the motion was approved.

Capital Campaign

Bruce updated the congregation as to discussions held by the Board and outside advisors as to the proposed capital campaign that had been planned to start with the Fall 2020 but had been postponed. Inquired if the congregation would be in support of reviewing this possibility for Fall 2021. Discussion was held and ultimately it was decided that the time is not right to conduct such a campaign successfully. Board may review again in the future as there was a positive vibe that many of the congregation felt that it would ultimately be a good thing.

Closing Comments/Questions

Bruce provided the congregation an opportunity to ask questions and make comments.

Closing Prayer

Pastor Scott led the congregation in the closing prayer and benediction.

Adjournment

Bruce then called for a motion to close the Congregation's Annual Voters' Meeting. Motion was made, supported and passed. Meeting adjourned at 1:38pm

Minutes Respectfully Submitted by:

Phillip W Whitmer
Secretary

SUMMARY REPORT – OPEN FORUM
Saturday, January 22, 2022

Faith's Mission and Vision

Mission: *Faithfully and JOYFULLY living every relationship in God's way....to unite everyone with Jesus for eternity.*

Vision: Being reminded by the "Thumbs Up" illustration, in everything we do, the Faith family is *JOYFULLY* connecting disciples to **JESUS**, to **family**, to the **church** family, and to pre-believers in the **world**.

Summary Reports from the Board of Directors

Senior Pastor – Pastor Biermann

Highs:

- Despite COVID19 restrictions and fears, the Faith family continued to be fed and grow. Almost all activities resumed, sometimes with modified safety protocols.
- That we were able to take advantage of upgraded technology to provide excellent live-streamed and live worship.
- When live and virtual numbers are combined, those involved in the worship life of Faith is not significantly lower than prior to COVID19 (there are between 100 and 200 log-ins per week for our online worship, which could equate to as many as 500 individuals online per week). Financial support is also not much lower than previously (SEE the VP of Finance's report below).
- Our Parish Nurse, Christie Hansard, has provided valuable health and safety guidance for our Faith family and may be able to serve us more extensively if called as our Deaconess/Parish Nurse.
- That we've maintained close ties and cooperative efforts with our local community leaders, including city officials, police, fire, Chamber of Commerce, public schools and more, in particular in the aftermath of the Oxford HS shootings.
- Potential new outreach into our immediate community through partnerships with Grand Blanc Community Schools, Grand Blanc Outreach and the Grand Blanc Chamber of Commerce.
- The continuation of the Faith Bible Reading Journey with eager participation by many locally and internationally.
- My book, *Handing Out Life*, was translated into 2 new languages and was shared with 9000 leaders of the Christian church in Ethiopia and is being passed along to millions.
- That we are surrounded by a world that's hungry for the food of the LORD that we are equipped to share.

Lows:

- That COVID19 continued to impact our life at Faith, esp. keeping many away from the live fellowship of believers.
- That many have "slid away" from the church in the past year and admit they just need to get back in the routine.
- That Pastor Scott has faced some difficult physical challenges which have inhibited his ability to serve our Faith family.
- We are in a world where evil has shown itself in tragic ways and this is likely to increase as the Lord is pushed further from many lives.
- More than ever, we are in a country where fewer and fewer will ever come to the church and our challenges to reach people where they are will continue to grow.

Goals:

- To support Pastor and Karen Scott in any way needed and to make suitable arrangements to cover any gaps resulting from his absence.
- To continue teaching our Faith family on the responsibility and blessing of first-fruit stewardship with our time, talents and money.
- To gather the resources needed for some key capital improvements to our facilities.
- To continue the Faith Bible Reading Journey and encourage more to join in its powerful benefits.
- To model and equip daily witnessing of our faith in Jesus in ALL of our relationships, each day, all day, starting in our homes and moving out from there.
- To connect with our community in new and creative ways such as through kick ball games and welcoming facilities.
- To partner more effectively with others in our community to reach more with the Gospel.
- To work more closely with the other churches of our Flint South Circuit to strengthen disciples and bring more people into a living relationship with Jesus.
- To build on our positive partnerships with Grand Blanc Outreach and the Flint Mission Network.

Office Administrator –Alicen Dub

Highs:

- Took on the treasurer duties this year when Marge Taylor retired.
- Continue to learn and master QuickBooks
- Worked with Ken and Chad Woltemath to get make all financial reports easy to read and easy to run in QuickBooks
- Hired Krissa Zander to take care of electronic communications like the Faith Happenings and the pre-worship slideshow.
- Started cross-training in the office

Lows:

- Some challenges we endured with a staff member.
- Juggling kids in quarantine with work and home life.

Goals:

- Continuing to cross train positions within the office
- Organize more policies and procedures for the office staff so everyone is performing duties the same way.

Outreach & Missions – Sarah Palmer, Chair with Pastor Bob Scott, Staff Support

This year has been a year full of changes. Some changes are good and some we have had to learn to grow through. God has been there through every joyful moment or every uneven step that we have taken. I look forward to continuing to use God's given gifts to bring people into the family of all believers.

Highs:

- Resuming Faith Happening Events
- Worked with Christie to do door stop drop offs
- Helping with Fun Fest
- A successful Faith Lutheran tailgate

Lows:

- Finding new creative ways to reach people in our community in the midst of a pandemic.
- Needing more volunteers to be a part of Outreach & Missions

Goals:

Continue to serve the community by sharing the love of Christ

Franklin Ave. Mission – Under Board of Outreach & Missions; primarily coordinated by Pastor Scott, Staff Support. Sue Hooper reporting for Pastor Scott

The Lord has been working among us to reach out to people in need. Faith – Grand Blanc has been an active and integral part of the FAM from its inception.

Highs:

- The Franklin Avenue Mission has merged with Our Savior Lutheran Church on the north side of Flint, creating a new ministry called York Avenue Mission. FAM, the York Avenue Mission, the Luke Clinic, and Wellspring Lutheran services together form the Flint Mission Network.
- Mercy House is continuing to successfully minister to women and children

- Regular police presence has led to more stability at the Mission diner
- The diner returned to serving meals indoors. More takeout meals have also been served.
- The Luke Clinic was dedicated, and has begun prenatal care for women in need.
- A church choir has enriched the Sunday worship.
- Continued enthusiasm of volunteers to serve the community

Lows:

- Continued need for more volunteers for the diner on Tuesdays and Thursdays, the Luke Clinic on the 2nd and 4th Wednesdays, and the York Avenue Mission.

Goals:

- Increase on-site worship and other weekly activities
- Encourage more volunteers to serve

Publicity & Communications – Krissa Zander, Chair

Highs:

- This year we sponsored the Township Parks and Recreation Easter Egg Hunt (March 27) and Tree Lighting (December 3). When the Township or Parks and Rec posted about Faith from their Facebook pages, the Faith Facebook page received immediate new "likes" from the community. This means we now have another "in" or point of contact to reach more people with the love of Jesus.
- Along with the Outreach and Evangelism Committee, and thanks to monetary and other donations from Faith members + a Thrivent Action Team grant, we also sponsored a booth at the Chamber of Commerce Family Fun Fest (June 12-13). We surprised and delighted carnival goers with our FREE prize wheel (something unexpected to many), where we gave away approximately 500 small prizes to our community. We also provided a space for youth to color their own slap bracelets, and raffled off a Family Fun Bucket filled with summer family fun toys. It was a great opportunity to be a friendly face to our community! One family even learned of our preschool and enrolled their child as a result.
- We continued mailing out congregation-wide postcards for Easter, summer, fall, and Thanksgiving/Christmas.

Lows:

- It has been difficult getting adequate volunteer coverage for events.

Goals:

- Continue consistent Facebook page posts and activity.
- Continue (approximately quarterly) mailing of informative postcards to the congregation in 2022.
- Continue to sponsor family-oriented community events to publicize our church to the community. We may have additional opportunities for 2022 Family Fun Fest and the Perry Center Centennial Event.

Social Ministry – Marcy Montez, Chair

Purpose Statement:

To serve those less fortunate by providing assistance and organizing parish programs, handling request for emergency funds within the congregations and community in a responsible manner.

Some of the ministries that we sponsor are Food Pantry, Holiday Food Baskets, Christmas Angel Tree, KOOL ministry, Nursing Home Sunday Service, Home Bound member visitations and Parish Nursing Program.

Highs:

- This year we handed out 13 food baskets for Christmas and 9 gift cards for Thanksgiving.
- There are 8 families that will wake up Christmas morning to gifts for their children under the tree.
- Our very special Christie Hansard Parish Nurse has finished her studies and is now a Deaconess.

Goals:

- There is so much more that can and should be done. I would like to see more community activities and get more involvement from our members.
- One major area that we will still be working hard to bring to fruition is the Grand Blanc Area Faith Community Outreach.

Parish Nurse – Christie Hansard

Highs:

- Established Caring Meals for parishioners and their families in times of need.
- Helped facilitate the FLC Confirmation Retreat and taught a few classes.

- Established a good professional relationship with the Free Clinic in Flint.
- Renewed my CPR Instructor status and facilitated a CPR class for our preschool staff.
- Finished my Deaconess studies in Aug. and looking forward to serving.
- Developed five of the weekly handouts for our Faith Bible Reading Journey Project.
- Provided First -Aid for our in-person VBS.

Lows:

- Not being able to meet all the needs for health-related issues for our Faith Family and the community.

Goals:

- To bring people closer to Christ by ministering to them through our health healing ministries by attending to their physical, emotional, and spiritual needs.
- Continue to prioritize and assess the needs of people who are placed in our path.
- Update our medical and safety equipment in our facility.
- Update our EAP for FLC.
- To expand our Disability Ministry presence at FLC.

Board of Worship – Corrine Walworth, Chair

Highs:

- This is my first year to serve as worship chair. I am very thankful to everyone who has helped me transition to this position, especially Emily Craw, Alicen Dub, Marcia Gauthier and Laurie Crawford. I feel blessed to have the opportunity to be more involved at Faith.
- Thank you to Chuck Ruby for making the beautiful new Advent Candle Wreath! We truly appreciate your donation of time, labor and materials to make this happen.
- Sue Pontin has graciously stepped up as Altar Guild Chair. We are thankful to Sue and the Altar Committee for their service and dedication.
- Thank you to those that volunteered to serve as ushers during COVID. We are also very grateful for Jim Putnam and his continued leadership on the Usher Team.

Lows:

- We are in need of additional ushers, especially at the 10:45 a.m. service. Any men, women or youth who are interested in volunteering should contact Jim Putnam.
- Linda Robinson moved out of the area and as a result had to step down as Altar Guild Chair. We are thankful for all of her service at Faith. She will be missed.

Goals:

- We are always looking for new members to serve on the Altar Guild and the Usher Team.
- Continue to grow and learn as the worship chair and support the staff and volunteers that serve in worship.

Director of Music & Vocal Choirs- Emily Craw

Highs:

- The new streaming equipment has continued to be a wonderful resource for those who are unable to return to in-person worship.
- The vocal and bell choirs returned to meeting and performing in worship in the fall. Though numbers are less, we are so grateful and blessed to be back singing the praises of our Lord.
- We enjoyed have instrumental music and vocal music again for our Advent worship services.
- Our worship on Sunday mornings has resumed much of it's pre-pandemic hymns and liturgy.

Lows:

- We are still in desperate need of Ushers for Sunday morning worship.
- We could also use Wednesday night Audio/Visual help for Brian.

Goals:

- Helping our congregants, new members and visitors to fully understand what we do in our worship services.
- How our worship ministry can better serve those in our community as well as those here at Faith.
- Continue to renew and grow our music ministry from youth to adult.

Elders – Matt Guinn, Chair & Pastor Biermann, Staff Support

Highs:

- Unwavering commitment to assist the pastors in shepherding the congregation by pointing them to Jesus and His love

- Met regularly throughout much of the year to plan and prepare church related activity as part of executive committee
- Resumed in-person board meetings
- Continue to provide in-person services with masks optional
- Resumption of kneeling communion at early service
- Successful launch of the youth acolyte program with over 14 families participating
- First time elders of Faith serving with great enthusiasm and willing to volunteer for additional duties
- Board members have step-up to fill in lead role on Board of Ministerial Health & wellness.

Lows:

- Lack of knowledge & cross training of technology
- Difficulty connecting with ministry group members due to social distancing
- Emergency Preparation readiness in emergency situations
- Elder retention with slow backfilling and open positions

Goals:

- Encourage elders to make new connections outside the church
- Increase participation in birthday call / birthday card connections
- Seek out potential elders for next term
- Find new elders for key positions
- Investigate opportunities for elders to engage with existing members and members of the community

Salary & Personnel – Chris VanLandeghem, V.P. of Salary and Personnel

Highs:

- Development and transition of Christie Hansard into the Deaconess role.
- Complete transition of Marge Taylor's activities to Alicen Dub.
- Ongoing utilization of safety guidelines to protect staff, students, and Faith members during the pandemic.
- Review of staff compensation and benefits to provide fair earnings and retain talent.
- Direct hiring of building custodian, allowing us to retain talent and decrease cost.

Lows:

- COVID-19 caution and obstacles that require attention to maintain the safety of all personnel.

Goals:

- Ongoing development to standardize roles and responsibilities for personnel.
- Promote ongoing staff communication to continue our success between all staff members, departments, and boards.

Property & Maintenance – Sam Siegel, V.P. of Property & Maintenance

Highs:

- We fixed the courtyard between preschool and building basement with new railroad ties and landscaping.
- Sealed the back parking lot cracks
- Made numerous roof repairs along with many smaller maintenance upgrades.

Lows:

- No lows this year.

Goals:

Many repairs need to be made that will happen as a result of a capital campaign in the New Year. Some improvements we are hoping to make:

- Asphalt replacement in the older parking lot.
- A new pavilion measuring 24X60
- Replacing major sections of the roof
- Replacing the carpet in the church
- Upgrading the light dimming system in the sanctuary.

A big THANK YOU goes to:

- The A-Team for all their hard work on the church grounds on Tuesday mornings.
- Louis Barger for his maintenance and care of the memorial garden
- Chuck Ruby for his wood working skills on both the offering boxes and advent candle holder.

Board of Congregational Ministry (BCM) Leslie Stratton, Chair & Joel Zander, Staff Support

Highs

- Easter Egg Hunt: rather than setting up individual rooms for the Road to the Resurrection, we featured our actors in the sanctuary and followed it with an egg hunt outside! That was well-received by families and organizers!

- The bird watching/feeding event in June at the Kensington Metro Park was very well done!
- We organized a successful Vacation Bible School that was in-person and remote. VBS is scheduled for June 20th-24th this summer. (June, instead of July).
- Organizing BCM into event sub-committees has increased participation and focus among the members of BCM.
- Our educational programs have not been disrupted due to COVID.
- Coffee Hour has resumed and appears to be gaining momentum.
- Faith Alive on Wednesday nights. We made some changes in our evening routine, but just resuming it has been positive.

Lows

- Three of our members have resigned for various reasons.
- Though we have in-person programs, our attendance is lower than normal (which is expected).

Goals

- That each subcommittee would include additional members of Faith in the implementation of each event/ministry opportunity.
- That we celebrate each success together and support each other in growing/improving in our efforts to further the mission of Faith Lutheran Church.

Preschool – Cindy LaFontaine, Director

Highs:

- The children have adjusted well to preschool with the new guidelines because of COVID
- The families are so happy that we are open.
- The health and safety of our staff and families.
- We are at full capacity for the staff that we have.
- Our Christmas Concert was well attended and the children were so excited.

Lows:

- There are many rules to follow because of COVID.
- The need for more staff.
- Our staff is working very hard to keep all of our programs running which is a heavy load.
- I am teaching every day which makes is difficult to keep up with all the regulations.

Goals:

- Trying to find new ways to care for our Preschool families, esp. to share the love of our Lord and Savior with them and to connect them to our Faith family.
- To continue to be a key ministry of Faith Lutheran Church.
- To continue to build up our staff, unite them in serving our Lord, and caring for one another.
- For the staff to be in Bible study together.

Youth – Jenny Mervyn, Chair & Joel Zander, Staff Support

Highs

- We welcomed Rheannon McDonald to the youth board.
- We have transitioned to a consistent pattern of in-person youth events.
- We tried three sessions of Youth Bible Trivia based off of the Faith Bible Reading Journey.
- We organized a successful Chalk the Walk event in June.
- The Youth Board is working together well despite challenges.
- We had a great line-up of fall activities: Road Rally Hunt, Corn Maze, Youth Hangouts.
- All of the youth and families that have been participating.
- Though it has been very minimal, we have had youth participation on a youth board level.

Lows

- We have had lower than normal attendance (which is expected).
- Launching a group for the NYG has been challenging and slow.

Goals

- We will host three youth hangouts each month (two for middle and high school, one for elementary).
- We will recruit enough staffing for each hangout (two parents and/or young adults).
- We will include young adults in our youth event volunteer "staff" because they have a lot to bring (they are valued) and to include them in the life of the church.

- We will build cohesion among youth on at least one youth trip this summer (2022).
- We will create a calendar of events three months or more.
- We will host our quarterly youth forums for parents with food, ideally a light lunch.
- We will recruit youth to participate in at least four of our youth board meetings in the next year.

Stewardship & Finance – Ken Duetsch, V.P. of Stewardship & Finance

2021 was another very "interesting" year. In spite of continuing uncertainties and disruptions, our staff, volunteers and congregation stepped up in wonderful ways. We have much to be thankful for.

Highs:

- 2020-2021 giving finished virtually flat from 2019-2020. This was an incredible accomplishment given what everyone experienced.
- 2021-2022 giving through November is up 2 percent over 2020-2021.
- Our expenses are lower than what we had in our budget plan for 2021-2022.
- Our cash-on-hand is healthy and has increased over last year. We maintain enough cash-on-hand to cover six months of expenses.
- Alicen Dub very successfully absorbed our bookkeeping responsibilities and has become proficient on QuickBooks, our accounting software system.
- The incredible work done by the many volunteers to collect, count, tally, and report on the weekly offerings. Special acknowledgement to Rayna Bryant-Ott and Phil Whitmer for their leadership in this effort. Thank you!
- Our Endowment has performed very well this year.
- The increase in online and automated giving as a percentage of overall giving.
- Seeing retired individuals give from their IRAs through Qualified Charitable Distributions.

Lows:

- Although giving is up, we have been faced with the difficult decision of creating a budget for 2022-2023 where expenses outpace projected revenue.
- The long-term trend we've seen in reduced giving.

It has been an honor to serve in the position of VP of Finance and Stewardship. Very special thanks to Alicen Dub, our office administrator, who has been wonderful to work with.

Congregational President – Bruce Trevithick

That is why, for Christ's sake, I delight in weaknesses, in insults, in hardships, in persecutions, in difficulties. For when I am weak, then I am strong. – 2 Corinthians 12:10

In preparing to write this report I reviewed the minutes from the Board of Directors meetings for the last year. WOW! We have done so much under some trying circumstances. Yes, we have had to deal with some difficult decisions related to the pandemic and how we as a congregation should react to it. These have been challenging, and in some cases contentious, but I feel confident that we have come through those discussions with a unifying purpose – to share the love of Christ with each other and the world!

Blessed is the one who perseveres under trial because, having stood the test, that person will receive the crown of life that the Lord has promised to those who love him. – James 1:12

It has been a joy to see the dedication and hard work of our volunteer Board of Directors. Each month they report the exciting activities they and their boards are doing to care and support our congregation and the community. We have done all of this while being fiscally responsible, with an overall cash balance greater than the previous year.

We have also been so blessed with an incredible group of staff members. Their commitment to the Faith Family is unbelievable, with caring hearts that are seen in every action and interaction they have with those they serve. They are all wonderful people, providing a strong underpinning of stability and support for our congregation. It is my great hope that they continue to serve the Lord with the enthusiasm I have seen so much through many years.

For I know the plans I have for you," declares the LORD, "plans to prosper you and not to harm you, plans to give you hope and a future. – Jeremiah 29:11

As I begin preparing for my last few months in this position, I see even greater accomplishments for our church in the coming year. One of the more exciting of these is the plan to proceed with our long-awaited capital campaign. We have always been blessed with great facilities and this campaign will work toward addressing some much-needed upgrades and repairs as well as providing for new features that will enhance our church's support of members and the community. If you are looking to support this endeavor with your time, talents, and treasures, please let me know.

It has been my distinct honor to serve the Faith Family as your congregation president. I look forward to paving the way for the next person entering this office and for other opportunities I will have to serve the Lord.

God's Blessings – Bruce.

A MEASURE OF FAITH'S GROWTH UNDER GOD'S GRACE

	2017	2018	2019	2020	2021
Baptized (Infants & Adults)	1,984	1,998	1,939	1,934	1,886
Confirmed Members	1,319	1,318	1,266	1,263	1,220
Average Sunday Attendance	444	459	443	203	228
Average Saturday/Wed Attendance	60	72	63	63	46
Total Communed	15,115	21,932	20,182	7,336	12,927

FAITH'S SPIRITUAL GROWTH IN 2020

	2020		2021	
	Confirmed	Baptized	Confirmed	Baptized
Baptisms				
Member		+7		+12
Non-Member				
Junior Confirmands	+8		+8	
Adult Confirmands (Includes baptized children)			+5	+5
Transferred In			+10	+10
Profession of Faith	+5	+5		
Deaths	-8	-8	-19	-19
Transferred Out	-7	-7	-10	-10
Removed			-19	-28
Released				
Self-Exclusion			-13	-18
Total Gains:	+13	+12	+23	+27
Total Losses:	-15	-15	-61	-75
NET GAIN/LOSS	-2	-3	-38	-48

FAITH LUTHERAN CHURCH AND PRESCHOOL
Annual Report - Membership Changes 2021

Baptism

Eva Meyer 2/14
Daniel Isaac Jones, Jr. 3/7
Dominic Jack Navarro 3/21
Savannah Nicole Owens 4/18
Carlos Cantrell 6/23 (ADULT)
Cody Cantrell 7/2 (ADULT)
Blair Lila Burau 8/8
Jameson Sean Gardner 8/22
Cooper Carey Parmelee 9/19
Kira Marie Wiegand 12/5 (ADULT)
Evan Garrick Kozak 12/12 (ADULT)
Danielle Michelle Flor 12/12 (ADULT)

Junior Confirmands

Luke Matthew McDonald 4/11
Alyse Marie Wiltse 5/16
Emily Elizabeth-Gail Mervyn 5/30
Carlie Tate 6/27
Melia Jean Sorgenfrei 7/18
Jacob Brady Murphy 10/10
Lillian Grace Furline 11/21
Kennedy Kathleen-Rose Failla 11/28

Adult Confirmands

(includes baptized children)

Carlos Cantrell 6/23
Cody Cantrell 7/2
Kira Marie Wiegand 12/5
Evan Garrick Kozak 12/12
Danielle Michelle Flor 12/12

FAITH LUTHERAN CHURCH AND PRESCHOOL
Annual Report - Membership Changes 2021

Transfer In

Gerald Bauer 1/25
Dave and Diane Martin 2/22
Thomas and Susan Charters 3/15
Carl and Karyn Onstott 4/21
W.L. and Kathy Schellar 6/23
Greg Volz 11/15

Profession of Faith

Deaths

Clifford Totzke 1/23
Bill G White 2/5
Nancy Boyd 3/29
Karl Riegel (Passed away in 2020; reported to Faith in 2021)
Carl Hempel 5/13
Todd Fox (passed away in 2020; reported to Faith in 2021)
Robert Reneaud 7/19
John Koke 7/15
Ron Vervaecke 8/6
Weston Bye 8/24
Teresa Iliff (died in 2020; reported to Faith in 2021)
Delores Carlson 9/19
Esther Slatton 9/25
Gerald Winter 9/25
Kenneth Huber, Sr. 9/27
Randa Reynolds 11/22
Marion Wiitanen 11/23
Ruth Wagner 12/13
Richard Horton 12/24

FAITH LUTHERAN CHURCH AND PRESCHOOL
Annual Report - Membership Changes 2021

Transfer Out

Robert and Gwen DuCharme 4/26
Robert and Devan Thompson 6/23
Chad, Cheryl, Claire and Zane Burtrum 9/9
Roger and Devorah Russell 11/15

Inactive Members Removed

Removed

Mallory Totzke 1/23
Coby, Christine, Emily, Sidney, Jessica Ackerman 12/17
Edwin, Jacqueline, Andrew, Morgan Carey 12/17
Laura Edmonds 12/17
Chris, Donna, Kailey, Cassie Lipinski 12/17
Sandra, Holly, Heather O'Dell 12/17
Holly, Jacob, Joshua Corbett 12/17
Jeff Eliason 12/17
John, Beth, Lucas, Megan McReynolds 12/17
Robert and Sandra Scherman 12/17

Self-Exclusion

Justin, Kelly, Matthew, Micah Ryckeart 4/18
Roger and Shari Burau 6/11
Ronda Sierra 6/18
Anna, Jack, Brody, Grace Schunot 8/3
Kurt Iliff 9/7
Kyle Iliff 9/7
Deanna Iliff 9/7
David and Shanna Marvin 9/14
Katrina Chadwick 11/15
Kevin Waller 11/15
Amber Junod 12/7

FAITH LUTHERAN CHURCH AND PRESCHOOL
Annual Report - Membership Changes 2021

Marriages

Amanda Mielke (member) and Alexander Steward 5/7
Brian Schultz (member) and Angela Robert 10/16

Faith Lutheran Preschool Statistics for 2021:

Total children enrolled: 44
Members: 6
Non-members: 38

Two classes of 4 year olds – 20 students
Members: 5
Non-members: 15
2 teachers and 2 assistants

Two classes of 3 year olds – 15 students
Members: 1
Non-members: 14
2 teachers and 1 assistant

Two class of 2 year olds – 8 students
Members: 0
Non-members: 8
1 teacher and 1 assistant

Afternoon enrichment class offered Mondays & Wednesdays:
4 children per day average

Respectfully submitted by,

Cindy LaFontaine
Director of Early Childhood Ministries

Faith Lutheran Church
2021 Annual Report – Finance

2021-2022 in Review

- 2021-2022 Budget projected a deficit of $65,000

- Through December 31, 2021 (11 of 12 budget months):
  - Receipts are $43,126 over budget
  - Expenses are $86,177 under budget
  - We are $129,303 ahead of plan
  - Giving is up 2.7% over prior budget year

- Our Non-Restricted Cash-on-hand is $544,351
  - Increase of 12.7%
  - This represents over 7 months of expenses (6 months is considered healthy)

2022-2023 Budget

- Projecting a 1% increase in giving over prior budget
- Staff salary increase of 2.5%
- Projected Revenue including Preschool: $1,098,120
- Projected Expenses including Preschool: $1,152,396
- Projecting a deficit of $54,276
- Details attached

Endowment

- 12/31/21 Balance: $187,695
- 12.9% Increase in 2021
- Accepting donations of cash, securities, or bequests

Faith Lutheran Church
Budget Proposal: FY2022/2023
February 2022 - January 2023

Wages and Salary Increase Budget:	2.5%
General Fund Giving Increase:	1.0%

	2021-2022	2022-2023	$ Change	% Change
Revenue				
40000 GENERAL FUND	$912,000.00	$921,120.00	9,120.00	1.00%
40100 BUILDING FUND	$5,000.00	$5,000.00	0.00	0.00%
47000 PRE-SCHOOL	$139,945.00	$170,000.00	30,055.00	21.48%
48500 THRIVENT FUNDS	$2,000.00	$2,000.00	0.00	0.00%
Total Revenue	$1,058,945.00	$1,098,120.00	39,175.00	3.70%
Gross Profit	$1,058,945.00	$1,098,120.00	39,175.00	3.70%
Expenditures				
60000 ADMINISTRATIVE				
60150 PASTOR BIERMANN			**2,592.00**	**2.50%**
60225 ASSOCIATE PASTOR SCOTT			**1,423.05**	**2.50%**
60250 OFFICE ADMINISTRATOR-ALICEN			**1,156.25**	**2.50%**
60260 CUSTODIAN - DAVE			**30,800.00**	
60275 ORGANIST			**336.38**	**2.50%**
60300 NURSERY			**-800.00**	**-80.00%**
60325 EMERITUS PASTOR COTTAM			**-3,142.00**	**-43.99%**
60351 DIRECTOR OF MUSIC - CRAW			**669.88**	**2.50%**
60375 STAFF ASSISTANT - DALE			**165.40**	**2.50%**
60380 EDUCATION & YOUTH DIRECTC			**1,501.20**	**2.50%**
60400 HEAD OF TECH - RICHARDS			**385.00**	**2.50%**
60401 VIDEO TECH ASSIST			**65.00**	**2.50%**
60405 PARISH NURSE - HANSARD			**7,020.00**	**50.00%**
60406 WORSHIP ARTS - SUE			**294.38**	**2.50%**
60425 WELFARE/RETIREMENT			1,676.00	3.96%
60450 EMPLOYERS FICA			0.00	0.00%
60475 AUTO ALLOWANCE			0.00	0.00%
60500 MEDICAL INSURANCE	$50,333.00		5,400.00	10.73%
60525 TRAINING & CONFERENCES	$5,000.00	$5,000.00	0.00	0.00%
60551 OFFICE ASSISTANT - MARCIA	**$17,680.00**	**$18,122.00**	**442.00**	**2.50%**
60552 OFFICE ASSISTANT - KRISSA	**$2,320.00**	**$4,200.00**	**1,880.00**	**81.03%**
61100 WORSHIP	$7,238.00	$7,238.00	0.00	0.00%
61200 STEWARDSHIP	$1,448.00	$1,448.00	0.00	0.00%
61300 SOCIAL MINISTRY	$12,900.00	$10,000.00	-2,900.00	-22.48%
61500 ELDERS	$12,400.00	$12,400.00	0.00	0.00%
61600 PUBLICITY	$1,995.00	$4,125.00	2,130.00	106.77%
61700 MISSION & OUTREACH	$10,115.00	$10,115.00	0.00	0.00%
62100 YOUTH	$9,670.00	$10,850.00	1,180.00	12.20%
Total 60000 ADMINISTRATIVE	$563,949.00	$616,223.53	52,274.53	9.27%
62000 CONGREGATIONAL MINISTRIES				
62200 COMMUNITY LIFE	$5,400.00	$3,700.00	-1,700.00	-31.48%
62300 EDUCATION	$10,584.00	$11,268.00	684.00	6.46%
62400 CONTINGENCY	$150.00	$0.00	-150.00	-100.00%
62700 COFFEE HOUR	$800.00	$2,290.00	1,490.00	186.25%
62750 SCHOLARSHIPS	$2,000.00	$5,500.00	3,500.00	175.00%
Total 62000 CONGREGATIONAL MINISTRIES	$18,934.00	$22,758.00	3,824.00	20.20%
63000 MISCELLANEOUS				
63200 MISSIONS -SYNOD	$83,075.00	$83,906.00	831.00	1.00%
63300 OFFICE	$20,000.00	$19,000.00	-1,000.00	-5.00%
63400 POSTAGE	$2,500.00	$2,500.00	0.00	0.00%
63500 PAYROLL & RECORDKEEPING	$7,752.00	$7,752.00	0.00	0.00%
63600 BANK FEES AND CHARGES		$1,000.00		
Total 63000 MISCELLANEOUS	$113,327.00	$113,158.00	-169.00	-0.15%

figure new amounts for payroll

64000 TRUSTEES				
64100 HEAT & LIGHTS	$53,000.00	$51,000.00	-2,000.00	-3.77%
64150 TELEPHONES	$5,100.00	$5,700.00	600.00	11.76%
64200 WATER & SEWER	$4,300.00	$4,000.00	-300.00	-6.98%
64250 INSURANCE	$20,000.00	$22,000.00	2,000.00	10.00%
64300 MAINTENANCE & SUPPLY	$39,000.00	$41,000.00	2,000.00	5.13%
64350 LAWN CARE/SNOW REMOVAL	$18,000.00	$18,500.00	500.00	2.78%
64400 TRASH REMOVAL	$1,500.00	$1,750.00	250.00	16.67%
64450 MAINT/LEASE OFFICE EQUIPMENT	$16,000.00	$16,000.00	0.00	0.00%
64500 CLEANING SERVICE	$46,000.00	$5,000.00	-41,000.00	-89.13%
64550 ATHLETICS	$4,000.00	$3,000.00	-1,000.00	-25.00%
64551 KITCHEN	$3,500.00	$3,000.00	-500.00	-14.29%
64552 SOFTWARE	$4,000.00	$4,000.00	0.00	0.00%
64553 SAFETY MINISTRIY	$3,000.00	$2,500.00	-500.00	-16.67%
Total 64000 TRUSTEES	$217,400.00	$177,450.00	-39,950.00	-18.38%
65000 BUILDING LOANS				
65100 MORTGAGE #1 FLC	$60,384.00	$60,384.00	0.00	0.00%
Total 65000 BUILDING LOANS	$60,384.00	$60,384.00	0.00	0.00%
67000 PRE - SCHOOL				
67100 PRE-SCHOOL DIRECTOR	**$53,383.00**	**$54,717.58**	**1,334.58**	**2.50%**
67200 PRE-SCHOOL TEACHERS	**$52,753.00**	**$54,620.81**	**1,867.81**	**3.54%**
67300 PRE-SCHOOL ASSISTANTS	**$30,800.00**	**$40,084.00**	**9,284.00**	**30.14%**
67400 PRE-SCHOOL SUPPLIES	$13,000.00	$13,000.00	0.00	0.00%
Total 67000 PRE - SCHOOL	$149,936.00	$162,422.39	12,486.39	8.33%
Total Expenditures	$1,123,930.00	$1,152,395.91	28,465.91	2.53%
Net Operating Revenue	-$64,985.00	-$54,275.91	10,709.09	-16.48%
Net Revenue	-$64,985.00	-$54,275.91	10,709.09	-16.48%