

Faith Lutheran Church

# 2020 Annual Report

Led by the Spirit to  
share God's grace.



# Strengthening our Shared Ministry

John Klawiter, Sr. Pastor



This is an annual report for an annual meeting unlike any other at Faith. On January 24<sup>th</sup>, we will have a Virtual Annual Meeting worship that highlights the impacts of ministry in 2020 and prepares us for worship in 2021. In the following pages, you'll read about **what God is up to** in a pandemic. It's inspiring to see where we have been led by the Spirit to share God's grace!

Here are three things that I haven't told you much about in worship. It's stuff I'm doing behind the scenes that is **strengthening our shared ministry** and **equipping other leaders** in uniquely different ways.

**Saint Paul Area Synod Candidacy Committee:** I serve on this committee by interviewing candidates each quarter with a panel of pastors, deacons, and lay leaders in our synod.

Candidates for rostered ministry (pastors/deacons) from our area churches (and Faith has one, Amy Mihelich, currently an intern at St. Andrew's in Mahtomedi) attend seminary to develop as leaders. Anyone could say "I'm going to be a pastor!" Yet, as a committee of their endorsing synod, it's our job to listen to the candidate about their sense of call and lift up growth areas. We've affirmed great candidates and have advised other candidates not to move forward. It is rewarding and exciting to see, first-hand, how **God is calling and equipping** the future ordained leaders in our church!



**National Guard Chaplain:** Since October, I have drilled one Saturday and one Monday a month in Chaplain Religious Training. I was recently assigned to the 2<sup>nd</sup> Battalion 136<sup>th</sup> Infantry Bearcats out of Moorhead. I anticipate sharing more about this experience in the new year, but thus far, I'm **thankful for the mentoring and leadership** I've received. I am currently scheduled to attend training for 4 weeks this summer in South Carolina.

**Advocacy:** Due to the pandemic, our Sacred Settlement Development Team wisely paused plans at Faith (read more about their pivot on page 7). But work behind the scenes continues. An unresolved hurdle of any future settlement is for local and state governments to recognize the concept of tiny homes as affordable housing. Our partner organization, Settled, is working with the Joint Religious Legislative Coalition (JRLC) to provide language in new legislation to recognize tiny homes as permanent dwellings. I have been talking to state senators and representatives in this bi-partisan effort, including our own Senator Karin Housley. All of them are supportive and recognize this approach would save the government A LOT of money. Our society will see tremendous needs for affordable housing after this pandemic when eviction bans are lifted, and emergency financial relief ends. Tiny House communities might be **one significant solution** that other churches can emulate into the future.

Faith friends, I miss seeing you. The leadership at Faith is diligently exploring ways to safely bring people into the building or to the church in smaller gatherings in 2021. Personally, I appreciate that Faith is respecting the guidelines of the Minnesota Department of Health and that we are all taking this effort seriously. **Thank you!**

# We are grateful to God

Jennifer Tolzmann, Congregation President

On January 26, 2020, Faith met as a congregation to review what had transpired in 2019, and to plan/dream for the year ahead. We had no idea of the challenges to come and how life would be rearranged. Looking back over the work of the church council, there have been moments of wonder, both joy-filled and sorrowful. Through it all, we have remained constant in our mission, ***Led by the Spirit to share God's grace, and vision, Be the body of Christ, welcoming all, inspired by God, and sent out to live our Faith.***



- February 2020: Council organizes for the year; we are introduced to the Development Team; we applaud the success of the annual Father/Daughter Ball.
- March 2020: A direct quote from the meeting minutes – *“Jennifer Tolzmann and Pastor John Klawiter speak of Coronavirus and that church services may be smaller yet there are other options of viewing the services.”* Unaware of how things would change we were moving ahead with discussions on a Sacred Settlement, meeting with LADC parents and staff, and reaching out in the community; the work of Stewardship for All Seasons (SAS) was introduced.
- April 2020: Council meets virtually for the first time; Council is updated on our application for the Payroll Protection Plan (PPP), the work going into streaming, and online communications. Another quote: *“The sanctuary is empty yet the congregation is full.”*
- May 2020: ***Be Well, Faith*** committee formed to begin discussions concerning protocols and practices needed for using the church building with small groups; begin discussions of how to possibly open up the sanctuary, with restrictions, for Sunday services; Faith members and volunteers step up to help our community in countless ways.
- June 2020: SAS detailed discussion and planning begins; conversations about opening the sanctuary (with restrictions) beginning in July.



# Council Report

## Continued

- July 2020: Sprinkler System Repair is planned along with removal of the remaining altar rail in the sanctuary; Faith's incredible Tech Team continues to work wonders with online services and streaming; first in-person worship returns, alternating between 9 and 10:30 every other Sunday.
- August 2020: In-person worship continues with restrictions; SAS committee establishes 3 areas of focus for fall campaign; Faith budget and financials continue to be strong.
- September 2020: Budget adjustment information is shared with the congregation; able to realign and move ahead with some deferred items due to decreased expenses and the faithful giving of the congregation; congregational survey regarding a Sacred Settlement is distributed; vote to expend funds for a Tiny House to be part of a St. Paul settlement; Pastor John shares news of National Guard enrollment.
- October 2020: Tiny House blessing event in Maplewood; Hallowed Eve event planning and success; motion approved for spring 2021 Prairie Restoration project on property west of the building.
- November 2020: Budget planning for 2021 - Mission based, COVID-19 based, and will be monitored in the year ahead; Advent and Christmas worship planning takes shape.
- December 2020: Celebrate successful SAS campaign and incredible generosity of spirit and financial resources by the Faith community; motion to postpone January 2021 in-person congregational meeting until later in the year.

In this year that has been filled with ups and downs, joys and sorrows, we are grateful to our Faith Staff, led by Pastor John Klawiter, for their leadership, dedication, and compassion. We are grateful to all committees, volunteers, and members who continue to carry on in amazing ways. **We are grateful to God** for the gift of this awesome place to worship, care for our community, and dream together.



# Deacon Dispatch

Nina Joygaard, Adult Ministry Deacon



“Peace I leave with you; my peace I give to you. I do not give to you as the world gives. Do not let your hearts be troubled, and do not let them be afraid.” ~John 14:27

In the midst of cancellations, postponements and changes – we have found what really matters and focused on that. You have stepped up to stay connected and to serve. Here are some of the unique and wonderful ministries that have inspired and humbled me and sustained my hope throughout this year.



Early on in the pandemic, we decided that this time would be **especially challenging for those who were already home** most of the time. New volunteers stepped up to make phone calls, write letters or cards, send children’s drawings and more to help our homebound feel connected and cared for. Amazing relationships have developed. Cards, letters, and phone calls go back and forth. People are taking time to listen, care, and pray for each other. **At Faith, our relationships matter.**

In the spring, we received an ELCA Bread for the World Hunger Grant. This money was used as a seed to start the **Faith Feeds Our Neighbor** program to purchase tomato and pepper plants. We gave them away to Faith members, neighbors, and friends to grow throughout the summer and donate produce back to us to support the local food shelf. You all blew my mind! Nearly 60 families faithfully donated their produce (some families twice a week!) and volunteers loaded and unloaded, picked and delivered our crops. While we only gave away a few kinds of tomatoes and peppers, we received 41 different kinds of fruits, vegetables, and herbs! From apples to zucchini, beets to watermelon, and so much more! We even had one family who has never had good luck with growing things, but they wanted to be a part of this ministry – so they ordered mass quantities of fresh corn, potatoes and more from the local farmer’s market! The guests at the food pantry were so excited about the fresh sweet corn! We collected nearly 1600 pounds of fresh, locally grown crops for our neighbors and are already planning for next year! **At Faith, we serve our community.**



I am continually humbled by the dedication, compassion, and tenacity of this congregation to love our neighbor and serve God in our world. Thank you for being God’s church together, Faith. You are truly a gift! I end 2020 with peace, God’s peace – knowing that as a congregation we have continued to proclaim the love of Jesus in word and deed in the midst of suffering, fear, and uncertainty. We are confident of God’s love and rely on God’s peace.

In Jesus Love,

Deacon Nina

# Keeping in Touch

Pastor Steve, Visitation Pastor



This year of COVID-19 has seen my “visitation” become limited to mostly letters, cards, and phone calls to keep in touch with persons who are homebound or in living facilities; plus some other pastoral duties. I do greatly miss being able to see and visit with all those members of Faith in person. I am hoping the new year will soon allow “live visitation” once again following a widespread implementation of vaccinations preventing this modern day plague.



# Hope is Stronger

Jean Peikert, RN, Parish Nurse

The year 2020 has certainly been a different year for all of us. I work mostly from home. I am able to keep in touch with many of our people via telephone, through letters and notes and a few visits from the driveway. I miss my visits with all of them.

Hope is stronger than fear and that is why I don't believe this is the new normal. We will again be able to walk down the street and into a store or restaurant. We will be able to visit friends and loved ones without fear. We will be able to worship together.

Vaccines are coming! Wear your mask, wash your hands, and keep your distance. Every second, minute, hour, day, month, and year is a gift from God. May God bless us all. And don't forget to pray.

# Sacred Settlement

Jason Quill, Development Team Communications Volunteer

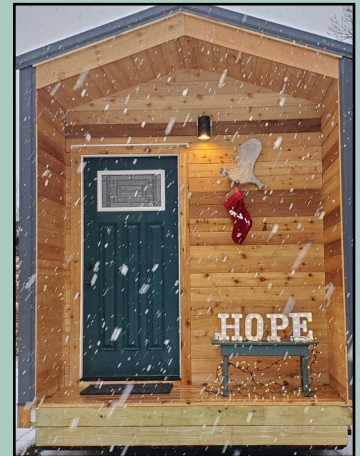


The Development Team was formed in January of 2020 with the goal of helping the homeless in our community and exploring what a Sacred Settlement could look like at Faith. We started this endeavor by participating in a day with homeless advocates and the homeless through Walking With a Purpose. We also visited the prototype tiny home at Woodland Hills Church. We learned about the challenges of traditional housing efforts to address homelessness and the importance of surrounding potential Sacred Settlement residents with a support structure. We also learned the need for missionals who volunteer to live in their midst, guided by Community First principles.



We set about making a **comprehensive plan** for the Sacred Settlement. We started to devise a budget, create preliminary site plans, gain congregational input, and meet with the city to understand the local regulations. Unfortunately, it became apparent that the pandemic and the safety restrictions in place also created **large challenges** to hold open and inclusive discussions. To make sure we advanced our efforts in line with the desires of the congregation, we issued a congregational survey. The results of the survey demonstrated the congregation's overwhelming support to help the homeless, along with some valid concerns about creating a Sacred Settlement at Faith.

With 2020 being the year of the pivot, the Development Team took that message to heart. Your gracious donations helped to **build a tiny home for David**, a homeless veteran. David will live in the first Sacred Settlement built, likely at the Mosaic parish in St. Paul. It's exciting to see the work of Faith help guide the efforts of other congregations to build their own settlements and to be advocates for the homeless. The Development Team has participated in a weekly missional/advocate training program, collaborated with St. Andrew's on Homeless forum calls, and presented to Forest Lake Rotary. We have also pivoted as a Development Team to focus more broadly on **addressing needs for the homeless**, while continuing to explore opportunities for a Sacred Settlement at Faith. Please stay engaged and volunteer for homeless ministry as we carry this effort forward as a missionary team in 2021!





# Endowment

Kathy Norquist, Endowment Committee Co-Chair

The purpose of the Endowment Fund is to provide for mission work beyond the operational budget of this congregation.

The Endowment Committee receives grant requests up until October 1, for disbursement in November or December. During this unprecedented year that has required very limited in person communication, the Endowment Committee has utilized email and zoom communication to accomplish our goal for the 2020 year. Excellent grant requests were received, and most were fully or partially funded according to our established calendar. This includes an early request that was funded last summer.

The Faith Constitution states that approximately 75% of the Fund's income be distributed each year, with the remaining 25% retained in order to grow the principle. Distribution is allocated as outlined in percentages listed below.

## **New Ministry Opportunities (30%)**

Missionary Evangelism to Corrections, Karen Selby, \$500  
*Settled* for Video Creation/Promotion, \$1,830

## **Outreach into the Local Community (30%)**

Family Shelter in Hugo with Quilting Friends, Diane Zak, \$250  
 YMCA to provide support for food insecurity, senior outreach, and Equity Innovation, Connie Hendrickson/  
 Derek Otto, \$2,000

## **Outreach into the Community within our State (25%)**

Refugee Outreach, Nancy Mollner/Karen Hoar, \$1,000  
 FOCUS Christian Education on Campus, Ross Schultz, \$1,400

## **Missions of the Evangelical Church in America (25%)**

Food for His Children/Health Insurance, Christine Davis, \$785  
 Reiser Relief for School Construction in Haiti, Joyce Getchell, \$840  
 Food for His Children, Kerri Holschbach, \$785

Several members of the Endowment Committee have remained through 2020 to allow the work of Endowment to proceed, and the election of several new committee members will be needed as the Annual Meeting is scheduled when meeting in person allows.

Endowment Committee Members:

Kathy Norquist and Ted Lautzenheiser, co-chairs  
 Daniel Diemer, Vicki Bohling-Phillipi, Ellen St Sauver, John Wright



# Opportunity & Perseverance

Linda Burk, Traditional Worship Arts Director



2020 was a year of **dedication, innovation and collaboration** in Music Ministry at Faith. I am still amazed at the way our musicians and volunteers embraced the **opportunity and perseverance** to do what it takes to create quality music safely.

Since March 13, 2020 when COVID-19 safe gathering restrictions went into place:

- 80 people have volunteered to participate in music ministry for our Traditional Worship.
- Faith Online Choir was established and has been going strong with 21 musicians participating in rehearsals and submitting recordings to produce 20 virtual choir videos.
- Alan Ball has done an incredible job of creating organ and piano accompaniments to support our Online musicians.
- 3 new singers have joined our Online Choir
- Bells of Faith have rehearsed safely both individually and in small groups
- Dean Jensen has kept our bells ringing by producing 8 videos with individual players and bell players in small groups
- 15 special music videos have been shared with a variety of musicians including vocals, piano, guitar, harp, viola, flute, and oboe.
- Alan, Linda and Nate have collaborated for Wednesday Worship, special music and hymnody for Sunday worship.
- Alan, Nate, Lisa Funk, and Kelsey Burk have all worked together to create the music for our Online Spooky Music Concert
- Advent and Christmas were amazing times to see so many volunteers participating in music ministry with “Waiting”, “Go Tell it on the Mountain” and Christmas Carol videos.



**Faith Music Academy (FMA)** is a community outreach program of Faith, providing quality music education to students at all levels in a safe and nurturing environment.

Throughout this pandemic, Our FMA instructors have embraced a safe learning environment by quickly shifting to creating innovative ways to teach music lessons online.

- Lessons in voice, guitar, flute, strings, and piano are all being taught online with great success.
- Lesson payments have moved online with outstanding support from the office staff.
- In the absence of FMA recitals during this time, several students have shared videos of their music for us to use in worship services at Faith.
- We are grateful to our FMA instructors: Robin Anderson, Sheila Byl, Linda Burk, Jeni Dale, Teresa Luoma, Chris Moody, Milinda Nitti, and Ted Lautzenheiser.

With Wishes of Health and Peace, Linda Burk



# #FaithTogether

Nate Bergengren, Modern Worship Arts Director and Small Groups Leader

What a year we've come through together! Even amidst this difficult and excruciating disruption, we are being led by the Spirit to share God's grace—so many ways God's active presence is being made real to us to help us #distancenotdisconnect.

Our **modern worship band** made shifts to our ensemble in order to keep one another safe & healthy and continue the energetic, relevant and creative outpouring of music we've appreciated. Elizabeth Forslund, Kyle Trapp, Scott Prins (with others sprinkled in there) have been so diligent as we've consistently offered musical expressions of our faith from week to week. Together with Ted Lautzenheiser (who moved from his seat at the drum set to sit behind the A/V console) and the rest of the growing Tech Team, everyone is jumping in however they can to update the tech to meet our fluctuating needs. Their adaptable and dedicated partnership has been a powerful reminder of God's commitment to be with us through these monumental times.

We fostered **heightened collaboration** between our musical staff from first and second services, creating a thriving new aspect to our worship which didn't exist prior to pandemic. Working together to offer live musical support or pre-recorded lyric videos has been pure joy. Producing multiple tile videos allowed people who have been unable to offer their gift of music to participate in this important ministry. If you've seen any of our posts on social media, then you've already experienced the impact of this new aspect of our shared musical ministry. We are musically blessed as a community, a life-giving gift we get to share with the world.



Our first session of **FaithGroups** (Faith's version of small groups) happened in October/November. Nearly 2 dozen brave participants, a mixture from Faith and Incarnation Lutheran (Shoreview, MN) gathered weekly via Zoom for 6 weeks to learn about God's vision of unity and justice from ELCA pastor, Lenny Duncan. It was a formative experience, and we discovered we have a lot to learn about #repentance, #reparation and #reconciliation. Duncan's book, *Dear Church*, offered us a bold lens through which to live into a more compassionate response to racial injustice during these uncertain and tumultuous times. Our breakout room hosts, Dave Cagle, Linda Burk and Beth Faulhaber (as well as startup leadership from others) offered regular thoughtful guidance and empathetic support.

2021 will brighten up as we carefully emerge from pandemic-induced physical distancing, gather together in larger groups for worship (including live music in smaller ensembles), and put our revised, broadened, in-Spirit-ed sense of community (both online and in-person) to good work. I am so thankful for the ways we are #FaithTogether in this time of unprecedented societal shifting, as we experience how God is present to us and the world to lead us into new ways of being the church.



# We are here, and we care

Cathy Nelson, Director of Children, Youth & Families

This year has been full of changes, frustration, anger, confusion, and more. Adults faced employment changes. Families faced in-class learning, hybrid learning, distance learning; all the while trying to figure out Zoom meetings, Google Meets, etc.

So, how does Children and Youth Ministry fit into all of this? What can we do to support learning but not overwhelm our families even more? How do we stay connected? These questions caused me a few sleepless nights. Then one night I remembered a Bible verse I memorized in confirmation; Philippians 4:6-7 *“Do not be anxious about anything, but in every situation, by prayer and petition, with thanksgiving, present your requests to God. And the peace of God, which transcends all understanding, will guard your hearts and your minds in Christ Jesus.”*

## Families, we are here, and we care!



Take home Vacation Bible School



Outdoor First Communion



Virtual Story Time



Virtual Sunday School & Confirmation



Drive-Thru Hallowed Event



Tree Trimming

*“We just finished lesson day and completed today's craft! So far, the girls are enjoying this. Thank you to you and the team for all the hard work to put this together”.* Emily Waldoch

*“The boys loved the story and craft from today! Hope you all have a great day and thank you for the awesome video!”* Sarah Mundahl

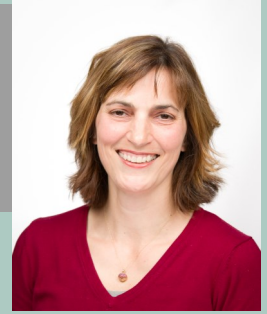
*“So fun seeing you! Thank you for supporting the kids ministry and your creative ideas for distance Sunday school! Merry Christmas”* 🎄 Jenna Katorski

A special thank you to Amy Keis and Kristin Phinney, Faith’s Children’s Ministry Coordinators, for the brainstorming and suggestions as we continue to think out of the box! And finally, THANK YOU to the Sunday school teachers and confirmation guides who continue to lead our children and youth during this time.

Hopefully, we will be able to meet in person very soon!

# Our mission remains unchanged

Joyce Getchell, Business Administrator



How is Faith led by the Spirit to share God’s grace during times of rapid change? Our mission has not changed. The way we live it out is dramatically different.

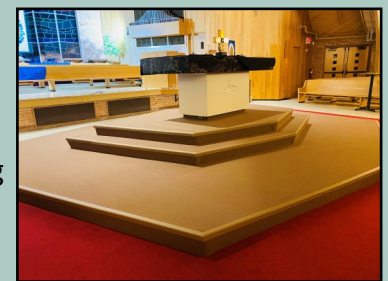
Our facility changed from a place to gather physically during the week into a **launching point for at home worship and community outreach**. Our top facility priorities in 2020 were to bring Faith to you by enhancing livestreaming and focusing on outdoor ministry. New cameras in the sanctuary and re-purposing of a portion of the Faith chapel into a “green room” recording studio allow us to continue to share God’s redeeming word with the world. Amazing volunteers created Holy spaces and outdoor experiences where we safely gathered as individuals or small groups to feed our spirits.



Longstanding **facility arrangements** continue. Our partnership with Lake Area Discovery Center provides infants through preschoolers a loving and safe place to learn and grow. We were closed for two months in the spring due to COVID-19 restrictions and are now operating at a reduced capacity to keep students and teachers safe. Faith Music Academy shifted to virtual lessons and electronic payments.

**Staff pivoted** time and again to share God’s grace in new ways. In the office we shifted from printing bulletins to more mailings, social media, and e-news/blog communications. Instead of coordinating events in the building like Senior Fellowship, we are blessing the homebound with new outreach. Longstanding events such as our rummage sale and craft fair were suspended while new ministry flourished, like collecting warm clothes for friends who are homeless and laptop re-furbishing to support at home learning.

This year’s **ministry budget was repurposed** to live out our mission. Some shifts were small. For example, mileage expenses decreased, and postage expense increased. Other changes were more significant. We spent less on setting up for events and more on deferred maintenance projects such as re-carpeting the altar and keeping our fire safety sprinkler system in good working order. While overall income was down due to decreased facility use, this was offset by decreased expenses in day-to-day facility management. Faithful donors kept us in a place of financial stability. Thank you!



Please review the financial report. I am incredibly grateful for our astute and dedicated Finance Committee and Faith Council who have spent several months reviewing and informing the budget. We are still in a period of rapid change and anticipate a budget revision sometime in 2021. Our guiding budget principles are mission focus and adaptability with a goal of zero net profit. Questions can be addressed to me at [joyceg@faithfl.org](mailto:joyceg@faithfl.org).

# 2020 FINANCIAL *Stats*\*

## TOTAL GENERAL FUND INCOME

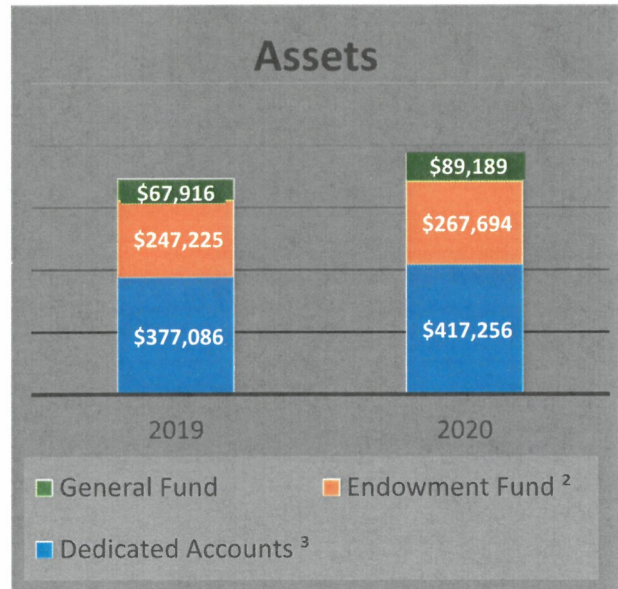
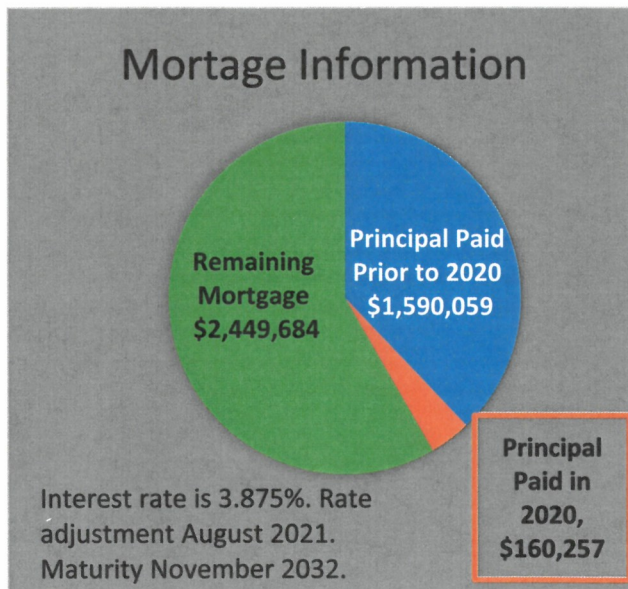
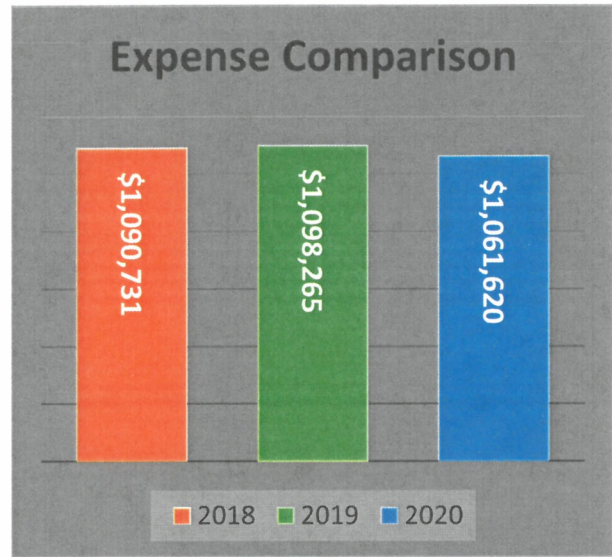
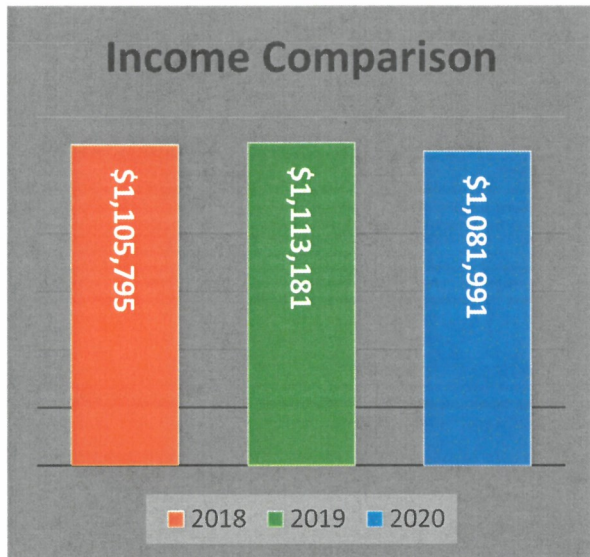
**\$ 1,081,991**

Donation Income	\$958,886
Rental & Other Income	\$123,105

## TOTAL EXPENSES

**\$ 1,061,620**

Operating	\$802,730
Mortgage	\$258,890



\* Financial Reports reviewed by outside auditor

<sup>2</sup> 2020 balance as of November 30, 2020

<sup>3</sup> 2020 includes Payroll Protection Plan proceeds of \$93,300, more information to follow after forgiveness review complete

## GENERAL FUND *Income and Expense*

	2020 Actual	2021 Budget
<b>INCOME</b>		
General Offerings	936,442	972,334
Mission Offerings	3,610	3,600
Mortgage Payment Offerings	6,413	6,400
Special Fundraising and Memorials	12,421	15,000
<b>Total Donations</b>	<b>958,886</b>	<b>997,334</b>
Children, Youth & Family	13,372	23,361
Music & Worship	30,444	25,750
Facility Income	40,855	45,500
Other Revenue (Reserves, Interest, etc.)	38,434	4,132
<b>Total Income</b>	<b>1,081,991</b>	<b>1,096,077</b>
<b>EXPENSE</b>		
Personnel	494,663	525,488
Children, Youth & Family	13,365	27,570
Worship & Music	45,633	44,602
Facilities	152,853	125,342
Administration	34,341	28,977
Benevolence	54,600	74,559
Outreach	4,110	7,812
Committee	3,164	2,837
Mortgage Principal and Interest	258,890	258,890
<b>Total Expense</b>	<b>1,061,620</b>	<b>1,096,077</b>
<b>NET INCOME</b>	<b>20,371</b>	<b>0</b>