

ANNUAL
REPORT

2021

PASTOR'S REPORT



Covid has changed so many things in our lives.

Church, a place that we turn to for spiritual peace and centering, is no different. We gather as the Body of Christ in the sanctuary, in our homes, and across the world.

Faith, there's something special about you. Thank you for the grace you've shown each other, the staff and leadership, and most importantly your neighbors. As leadership, we attempt to model a non-anxious spiritual presence that encourages our church to live out our mission. We are Led by the Spirit to Share God's grace.

We have plenty of excuses to look inward and focus on "survival"—yet Faith, you know that being called into the ministry of Jesus is about looking outward. When we focus beyond ourselves, miraculously, we are more likely to fill our own buckets.

During the summer, our council partnered with the Saint Paul Area Synod in a cohort of churches called Liberating Structures. We were provided tools to assess the vitality and engagement of our congregation.

Faith hosted one on one conversations with members and over 70 members filled out a congregational vitality assessment. We then pooled our findings to make 5 values statements.

In our reflections, Faith was affirmed that the work we've done in the years leading up to the pandemic prepared us to weather the storm. Like Matthew 7, we've built our house upon the

rock. We have been wise in our decision making by trusting God.

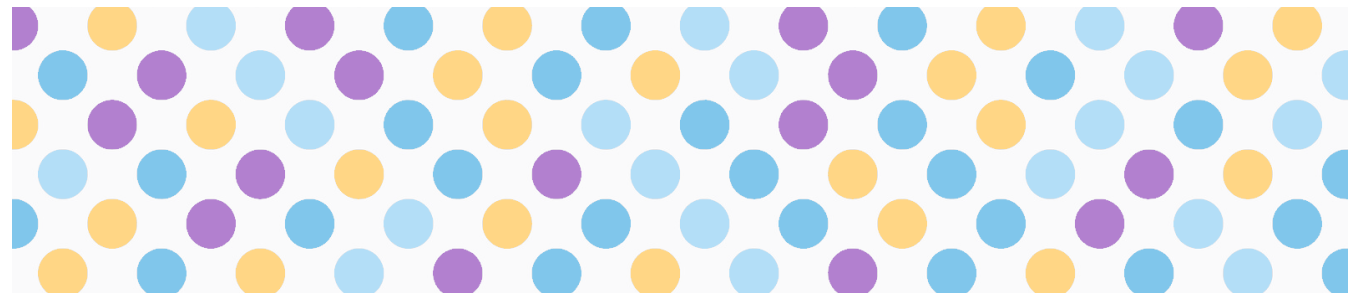
The assessment results show that Faith believes, despite the pandemic, that we continue to experience vitality and sustainability.

Regarding outreach, we scored in the high vitality range. The report included this statement: "Wow! Based on your score, your church appears to be an indispensable part of your community." I couldn't agree more!

Spiritual Life & Worship also had a high score. "It appears your congregation cares deeply about engaging all its members in worship and helps nurture their spiritual life." From Prayer Lab and Children's ministry to decorating/grounds groups and Bible Study, our church has a wide net—many disciples at work to provide services that engage our faith. Thank you to all of our tech and music ministers, too!

Change Readiness was our third highest score with nuances to consider:

"Your congregation appears to have significant hope for the future but still needs work in creating an environment where change is actively welcomed, expected, and embraced. If you haven't already, start experimenting by letting some old things go and starting new, innovative initiatives. Make sure your congregation's communications help people understand why change is being made, how they might be impacted by it, and how embracing it might be valuable to them. Let people know that what you are doing is an experiment that they will be fully participating in rather than a change that is being forced upon them. Ground all communication with grace and compassion and be prepared to



offer the kind of pastoral response that will be needed following significant (and sometimes even minor) change.”

In a pandemic, it feels like EVERYTHING is a change. I believe we scored favorably in Change Readiness because we strive to communicate and make decisions aligned with our values. We have been graceful with each other. Thank you. It's humbling to serve this congregation and know how supportive you are.

Personal highlights of 2021?

- Celebrating the resurrection with so many of you at the outdoor Easter services!
- Spending a month at basic training in South Carolina for National Guard Chaplaincy
- Going to the Boundary Waters with my oldest daughter on the trip
- Watching my kids grow up and transporting them to activities they love

- Taryn and I celebrated our anniversary by having solar panels installed and we continue to explore ways to care for creation with our family
- Serving Faith and walking alongside so many of you in ministry of baptism, death, marriages, confirmation, pastoral care, and deepening Bible study
- Filming Family Feud with Bishop Patricia Lull and Rev Justin Grimm using the “survey” answers that Faith provided
- Celebrating the birth of Jesus with over 600 people in the sanctuary and hundreds more at home as we remembered THEE story that centers us in faith—the story of Jesus

I can't wait to see what 2022 has in store! Enjoy the rest of the annual report and hearing how God is transforming us to serve the world!

Pastor John



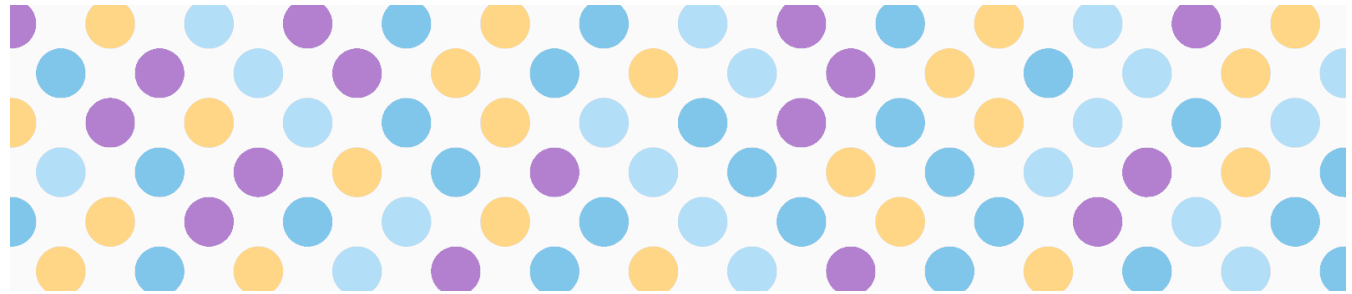
PRESIDENT'S REPORT



As we turn the calendar to 2022, we look back over the work of the church council for 2021. In the midst of another year of ongoing pandemic challenges, Faith Lutheran has continued to move forward, remaining 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.

- January 2021: Faced with the ongoing challenges of the pandemic, Council reviewed and approved the operating budget brought forward from the Finance committee. Plans were made to present 2020 year-end information virtually on January 24 during worship. We rejoiced at the successful Advent and Christmas experiences that happened as worshipful, safe opportunities for all.
- February 2021: Council organized for the year; we are updated on the search for a Communications Manager a motion is made and approved to support the work of the Prayer Garden committee moving forward with plans for a second columbarium.
- March 2021: A theme of "welcome" filled the meeting as we officially welcomed Dennis Sanders to the Communications Manager position and planned for some new welcome signage on the church property. We celebrated clean up and re-organization of the basement area.
- April 2021: Council celebrated the success of Easter worship services online and in the parking lot. We began a book study on the book The Post-Quarantine Church: Six Urgent Challenges and Opportunities That Will Determine the Future of Your Congregation. This book study would become our devotion topic for the next few months. It was affirming to see that Faith's steps for safety and changes in worship opportunities was inline with the author's thinking. We also reviewed the work of the Sacred Settlement Development Team, the hurdles that lay ahead with discussions with the city and the team's plan to recess until September.
- May 2021: Council finalized plans for pastoral coverage during Pastor John's National Guard upcoming training in South Carolina. Plans were made to move ahead with participation in the Synod's Liberating Structures program. This will provide us with guidance and support around our mission, vision, and leadership structures moving forward, as well as provide a leadership coach for Pastor John.
- June 2021: Council did not meet according to their regular schedule, but took part in a Saturday retreat for Liberating Structures.
- July 2021: Summer Break; no official meeting
- August 2021: Council catches up with all official financial reports and previous minutes. The congregation was invited to take part in an online vitality survey and Council members began to meet one on one with interested members as part of the Liberating Structures programming.
- September 2021: Council discusses time spent on 1x1 conversations to this point: Conversations are informational, building relationships and allowing people to feel heard. Fall events are discussed and applauded: Faith's Fall Kick-off; Mission



- Matters; funeral serving; grounds beautification; start-up of Sunday School and Confirmation.
- October 2021: Council is introduced to the Circle of Welcome programming and plans to present information to the congregation, seeking out participants from Faith. The Sacred Settlement Development Team presents information on all the ways Faith is involved with homeless outreach through a variety of opportunities. Maintenance challenges for the building are discussed and plans made to address these needs.
- November 2021: Council members continue to discern 5 Core Values that have been identified through the Liberating Structures work. Plans are underway to share these with the congregation in the New Year. We officially plan to become a Circle of Welcome congregation with financial support coming from dedicated funds. Council receives information on the Synod's Planting Hope capital appeal that will be brought to the congregation next spring.

- December 2021: Council receives an update on the Go & Do Likewise stewardship campaign, and offers thanks to all who worked on the messaging as well as all who submitted stewardship intentions, both financial and “doing” for 2022. Plans are in place for a meaningful and blessed Advent and Christmas season.

In this year that has once again been filled with pivots due to the ongoing and ever-changing pandemic challenges, we are grateful that Faith continues to look outside our own doors, as well as maintaining a vibrant and Spirit-driven worship community. We are grateful to the membership and our community of friends here in Forest Lake and around the country for their ongoing participation in worship, prayer, and financial support. We thank our Faith Staff for their leadership, dedication, and compassion. We thank our volunteers who carry out God's work in many, MANY ways! We are grateful to God for the gift of this awesome Faith community.

Jennifer Tolzmann,
Council President

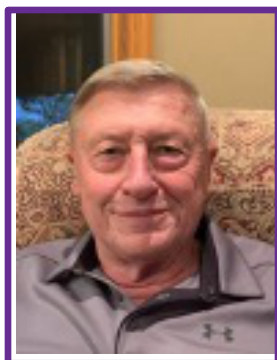


COUNCIL CANDIDATES



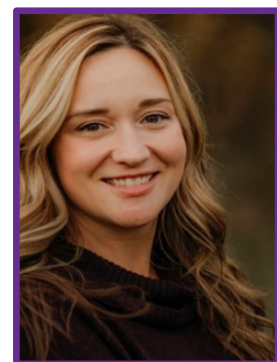
Jill Christenson

Our family is fairly new to Faith Lutheran; we've been attending for about 4 years. My husband Chad and I have lived in the Forest Lake area for 20 years. I 'retired' from full-time work in 2013 to be at home with our 4 kids. I keep busy as an aide at Scandia Elementary and as a fitness instructor. I was a confirmation leader at Faith last year and have volunteered at various activities such as Trunk or Treat and the Carnival. I am excited about the youth programs at Faith...our son Colby went on the BWCA trip last summer and loved it. I am proud of how the leadership and congregation grew, changed and adapted during the pandemic.



Joe Mollner

My wife, Nancy, and I have been members at Faith since 1981. We have enjoyed being involved in several committees and groups during these past years. I am currently a member of the finance, benevolence, and men of faith committees. I have served three terms on the Church Council and been a member of the Call Committee. I am a retired Commander of the St. Paul Police Dept. and a retired Senior Director of Gangs and Delinquency Prevention for a partnership between the Office of Juvenile Justice and Delinquency Prevention and the Boys and Girls Clubs of America. I believe that we have a strong congregation, and that Faith is an asset to the Forest Lake community. I see young families becoming members and believe that our church will continue to grow in numbers and will increase the number of ministries that we are able to provide to the community.

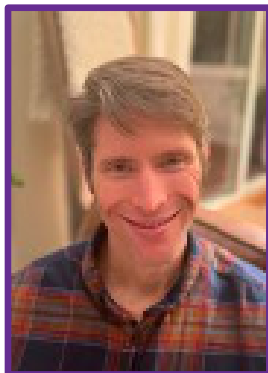


Kylie Osterbauer

After "church dating" for several years- my family has been blessed to become a part of Faith in January 2020. As 2020 evolved and rolled into 2021- I was extremely grateful to have found our spiritual home. I have felt the love of the congregation, and also I have felt the love of Christ through the community. Sunday is my favorite day of the week to gather for worship, learning, and fellowship and to grow in my relationship with my new Faith Family. I look forward to the continued growth of friendships; strengthening my relationship with Christ and being a part of the community that Faith has and continues to cultivate.

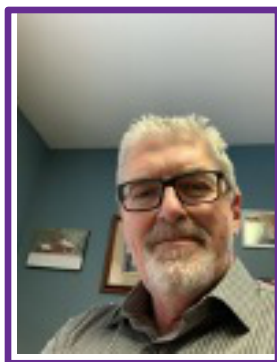


COUNCIL CANDIDATES



Mike Sosnoski

My family and I have been members of Faith for three years. Faith met what we were looking for with a traditional Lutheran service, welcoming congregation, great pastoral team, and a strong youth program. Since we started, my wife Rochelle and three children Jake (18), Vanessa (16), and Norah (13) have been involved in various programs and now I'm excited to play a role in the church. I am currently Director of Operations at Wilson Tool overseeing part of our plant in Hugo along with plants in other parts of the world. I have a bachelor's in engineering and an MBA; I really enjoy mechanical systems, data analytics, and strategic planning. I am excited about the opportunity of using my talents to help Faith. Thank you, Mike Sosnoski.



Larry Tietje

My wife, Julie Tietje, and I have been members of Faith since 1987. I have been involved in ushering, serving communion and have been an active member during our many years at Faith. We have four girls: Kelsey, Katie, Kyra, and Kalley, and all of them have been confirmed at Faith. I have just completed a three-year term on church council and will be seeking another three-year term. I am a retired Math teacher from the Forest Lake schools and also coached football, track, and weight training during my tenure. I am currently working for Empire Insurance group as a producer. I enjoy watching most sports especially football. Faith Lutheran church has always been a welcoming place for me; a place that I can spiritually grow.



Jennifer Tolzmann

I have been a member of Faith since 1983. My husband, Brian, has been a life-long member at Faith, and our two adult children went through all the Christian Education programs and were involved with youth programming. We have served in many different ministry opportunities, and currently head up Faith's email prayer chain. I am a retired educator and have filled my time with volunteer activities, outdoor activities and baking since July of 2016. I have just completed a 3-year term on the Faith Council and am willing to stay involved through the remainder of our transition throughout the pandemic. I believe Faith is a vital, engaged, and generous congregation that supports our community and the world through a variety of important ministries.



DEACON'S REPORT



*“Beloved, let us love one another, because love is from God; everyone who loves is born of God and knows God.”
~1 John 4:7*

When I reflect back on the ministry we have done together of the last calendar year, I am struck by the power of love among us. There have been so many ways in which we have loved and cared for each other and the world God made.

I celebrate the expansion of our Elder/Homebound Outreach Ministry. We have an incredible team of volunteers who make calls and send notes or cards to these folks. This year we added two special projects for Easter & Christmas with gifts baskets and personal visits. I am continually humbled and inspired by the connections, stories and love that flow through this ministry. This year we also added collaboration with our confirmation youth making wonderful holiday cards to share with these folks. Love abounds!

A brand-new ministry emerged this year with passionate leaders and many congregants participating in learning and personal development. ASPIRE (Advocating, Serving, & Promoting Inclusion & Racial Equity) was an active ministry inviting the congregation into deeper love for our neighbors. This is challenging work for our predominantly white congregation, and I am grateful for the positive response to

opportunities that ASPIRE offered. We will continue to learn, reflect, and grow in love for all.

Love grows in our midst at Faith! The second year of Faith Feeds Our Neighbor was an overwhelming success. We gave away tomato and pepper plants and asked Faith members, neighbors, and friends to grow throughout the summer and donate produce back to us for the local food shelf. We had 50 families involved in volunteering and growing. By fall, we had shown love to our neighbors through 2,450 pounds of locally grown fresh produce! You all contributed 64 different kinds of fruits, vegetables, and herbs from your gardens and gave nearly 1,000 pounds more than in 2020.

I am grateful for the opportunity to serve God in your midst. The ways in which we love one another, care for one another, and steward God's gifts truly matter. May God's love abound and lead us courageously in 2022.

In the power of God's Love,

Deacon Nina



STAFF REPORTS



VISITATION PASTOR



I regard it my privilege to be the Visitation Pastor here at Faith Lutheran Church. I have always regarded visiting members to certainly be one of the most, if not the most enjoyable and personally gratifying aspects of pastoral ministry. Visitation is too often something a

full-time solo or senior pastor has very limited time to which to devote because of the time constraints caused by other pastoral functions and duties. So I now tell people, as a semi-retired visitation pastor...I have the best "job" in the church.

My function and duties as the Visitation Pastor include the following here at Faith Lutheran Church:

1. There are approximately 35 homebound or shut-in members who I periodically visit and offer the Sacrament of Communion.

2. I visit members who are hospitalized.
3. I share with Pastor John in the leading of monthly worship services at 4 different living and/or care facilities.
4. I officiate at funerals when called upon.
5. I mentor/teach in Faith's confirmation program.

If you know of someone who could use my services as Visitation Pastor, please contact me.

Pastor Steve Melander



PARISH NURSE



*When we have the chance
to help anyone, we should
do it.*

-Galatians 6:10

The past two years have changed the role of the parish nurse because of the pandemic.

Much of the work I do from home with phone calls, keeping in touch by writing and I did some visits by standing in the driveways during the summer. I appreciate when people will tell me if someone has a need of some

kind and I can be of help.

I try to keep the pastors informed if there are people with needs. There are some homes that are not quarantined now so I can feel more comfortable visiting such places like Birchwood and Cherrywood.

Dear Friends, I pray that we may all enjoy good health in 2022. We all need to be vigilant in getting our vaccines and wearing masks when necessary.

Jean Peikert, RN





WORSHIP ARTS DIRECTOR



Music during 2021 highlighted a number of people who shared their music in ministry with us. I am so grateful each time I hear “yes” in response to people contributing to music throughout this pandemic.

COVID continues to be with us and yet, we have seen these amazing things in Music Ministry:

Nearly 50 people consistently participated in Music Ministry each week through Special Music and Musical Offering opportunities at both of our worship services.

Alan Ball has been incredible. He created organ and piano accompaniments to support all our Online musicians both in choir and in Special Music. His preludes and postludes are inspiring and his leadership in our singing during worship has been balm for our souls during this time.

Faith Choir continues online and in-person singing safely with masks. We presented 50 new videos during worship in 2021. These singers are the gold standard for volunteering and dedication. Wednesdays are a highlight of my week.

Dean Jensen kept our bells ringing and rehearsing safely. We are delighted to have them present their music each month.

In May, Nate Bergengren took a position at Incarnation Church. At this time, the Worship Band welcomed me into their ensemble and it has been pure joy. We embraced growth to include more instrumentalists and high school singers. Each one of these musicians has faithfully continued to deepen our modern

worship with their strong commitment to telling their story through song.

35 special music videos have been shared with a variety of musicians including vocals, piano, guitar, harp, viola, flute, oboe and barbershop singers.

We continue to experience greater collaboration with all the musical ensembles and musical genres during Sunday worship, and there will be more to come.

Our kids continue to share their joyful music in worship through videos.

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

Throughout this pandemic, our FMA instructors embraced a safe learning environment by creating innovative ways to teach music lessons online and safely in person.

Lessons in voice, flute, percussion, strings, and piano have all been taught online and in person with great success.

In the absence of FMA recitals during this time, many students shared videos of their music for us to use in worship services at Faith.

I am so grateful to our FMA instructors: Sheila Byl, Linda Burk, Jeni Dale, Teresa Luoma, Milinda Nitti, and Ted Lautzenheiser.

With wishes of joy to each of you,

Linda Burk

DIRECTOR, CHILDREN, YOUTH AND FAMILIES



Children, Youth and Family Ministry encompass many aspects at Faith from the nursery, Sunday School, Confirmation, Youth Program, Family events, and Partnered events with our daycare LADC. Our mission is to establish, encourage and strengthen

a life-style of discipleship in the Lord, Jesus Christ. Our goal this year was to create for families and people of all ages a safe environment to worship, serve, learn and have fun together.

Through this year of COVID, we have experienced virtual and in-person learning. I want to thank all the teachers, guides, and volunteers who has gracefully supported all the adjustments we put in place for the safety and wellbeing of the children and youth of Faith. Here are a few highlights from this past year.

- Prerecorded Sunday school and Friday story time started the year out. These were sent out to families through our weekly email.
- January 20th we welcomed back to in person confirmation - alternating between 7th and 9th grade one week and 8th grade the next week.
- In person 1st Communion service took place on Palm Sunday – to assist social distancing we limited families to 6 -8 people in attendance
- In person Affirmation of Baptism took place on May 2nd - 22 youth affirming their faith-families were limited to 6 people in attendance

- to take the place of VBS we offered in person summer Sunday school beginning June 13th on an every other week schedule.
- Boundary Waters Canoe trip - 21 adults and youth – May 5 – 9
- Rally day carnival – games & prizes, lunch, and fun fun fun
- September 12 – welcome back to in person Sunday school – 9am only
- October 27th – in person and indoor trunk or treat
- December 12 – Grandma's attic was back / during the 9am Sunday school hour
- December 12th – SS Christmas prerecorded program

Cathy Nelson, Director of Children, Youth and Family Ministry

Amy Keis, Children's Ministry Coordinator

BUSINESS ADMINISTRATOR



We are a people of faith who share God's grace! In a year when so much of the world turned inward to avoid calamities, Faith continued to grow. Incredibly, 7% of our total expenditures in 2021 were benevolent outreach (boosted by our Abundance Campaign in

April). To put that in perspective, 8 years ago benevolence was 4% of our budget. We nearly doubled our giving – that's radical generosity. And we gave more than money – we gave ourselves as well. Check out Deacon Nina's report for stories of how Faith members generously share their time and talents.

Our property was enhanced in 2021. We added a second columbarium to our Memorial Prayer Garden, doubling our capacity to provide a final resting place to community members. This peaceful and beautiful place helps to completely serve the congregation and others and contributes to a more caring community. We also established the Paul Wahlquist Memorial Native Landscape in the area beyond our playground. This 4-year process started with a "germination year" and will offer ecological soundness, beauty, cost savings and environmental benefits in the years to come. And for the caffeine fans, we purchased a new coffee maker thanks to the Abundance Campaign.

As our facility ages, we face increasing maintenance needs. This year we replaced our ice maker, freezer, wall heaters, light bulbs, and batteries. We repaired a furnace, dishwasher, cracked windows and various leaks and equipment failures for our fire safety system.

We repainted the fellowship area and narthex. And we re-landscaped outside door 10 to address basement water issues.

We made two excellent additions to our Faith staff. Dennis Sanders, Communications Manager, joined our team in March and oversees our communication strategy. Duane Nelson, Maintenance Custodian, started in September and does an outstanding job of keeping the facility in good working order. Our entire team of 16 staff members led with flexibility and grace throughout this challenging year.

Please review the following financial report. Our Finance Committee and Faith Council who have spent several months reviewing and informing the 2022 budget, keeping in mind our ministry priorities. We begin the new year focused on supporting refugees, homeless neighbors, children youth and families and caring for our church home. Your generous support makes this possible. Thank you.

As I wrap up my time at Faith as Business Administrator, I am truly humbled. Since 1888, this congregation has never stopped evolving, reaching out and serving with love. We have an incredible legacy and a bright future. Thank you for inspiring me by living your faith.

Thanks be to God for Faith Lutheran Church.

COMMUNICATIONS MANAGER



Happy New Year everyone! As we look back at 2021, I want to take a moment to say thanks for welcoming me into the church family! I am so thankful to be a part of this community as it seeks to show the loving presence of God in Forest Lake and beyond. Here are the highlights in

communication in 2021:

- Created Worship on Demand: livestreams of the Traditional and Praise worship services were made available on YouTube.
- Creation of a semi-monthly newsletter containing stories in ministry from the congregation.
- Revamped Staff and Adult Ministry brochures.
- Created graphics, brochures and other materials for the 2022 Stewardship Drive.

- Produced videos for various ministries of Faith.
- Expanded the church website to include pages for Worship on Demand and Prayer Lab.
- Coordinated and created 2021 Annual Report.

Communication in 2022 will continue to matter more than ever as we continue to deal with the ramifications of the COVID-19 pandemic. Working with staff and the congregation, stories of mission and ministry at Faith will continue to be told and I am very thankful to have the opportunity to help those tales come to life. Blessings in the New Year!

Dennis Sanders
Communications Manager



COMMITTEE REPORTS





ENDOWMENT

The Purpose of the Endowment fund is to enhance the charitable, educational, and religious mission of Faith Lutheran Church apart from the general operation of the congregation. Only 75% of the fund's income may be distributed each year, with 25% remaining to grow the principal, serving the needs of Faith now and in the future.

This past year, \$10,038 was available, for distribution, eleven worthwhile grants were funded, and Lloyd Sather will be on the ballot for election to the Endowment committee at the Annual Meeting.

Categories for distribution and grants provided in November, 2021:

- **New Ministries, up to 30% of the available funds, this year, up to \$3,011**
 - \$2038 Aspire Committee, providing for diversity and inclusion at Faith
 - \$1000 ELCA Federal Chaplains Fund to provide scholarships for seminary students who will become chaplains
- **Local Ministries, up to 30% \$3,011**
 - \$500 STEP Program in the Forest Lake Area Schools to support students in transition providing a clothing closet for families in need
 - \$500 Quilts of Valor for supplies to create quilts for veterans and breast cancer patients delivered by Faith pastors in home visits
 - \$500 Quilts for St Andrew's Family Shelter in Hugo, providing supplies for creation
 - \$1200 YMCA of Forest Lake, to support individuals and families with health and wellness, child care, teen support, and food distribution

- **State Ministries, up to 25% this year \$2,509.50**
 - \$1000 FOCUS, Christian education on campus, supplies for bible studies and scholarships
 - \$1000 Refugee Outreach, in partnership with Lutheran Social Services, to assist refugee families with child needs, computers, and household items
- **World Ministries up to 25% \$2,509.50**
 - \$800 Food for His Children, assisting girls in Tanzania in providing sanitary supplies so that they can stay in school,
 - \$800 Food for His Children, funding sustainable food supplies, in providing mango and avocado trees in Tanzania
 - \$700 Reiser Relief, funding mission work in Haiti, in needs of education, elder and disable care, and employment and agriculture

Thanks for the funds to support Endowment grants, worthwhile grant applications, and for committee members able to complete this worthwhile work,

Kathy Norquist and Ted Lautzenheiser,
committee co-chairs

Endowment Committee Candidate

Lloyd Sather



After 50 years of membership and participation in the life and activities of this congregation I started to think "enough already". But, the mission statement we have adopted kept nagging me.

The work of the Endowment Committee advances our mission outreach by "Sharing God's Grace". I want to be part of that.



TECH AND AUDIO/VISUAL TEAM

How many times did you meet and how many members do you have? How frequently do you meet? Is there an established day/time?

- We meet as needed as a group, 2-4 times a year to discuss tech or A/V needs, priorities, budget.
- We have 7 members: Ted Lautzenheiser, Daniel Diemer, Greg Getchell, Scott Erickson, Jo Lee, Dan Neinstadt, Brian Fahning
- We generally meet as a group at night, due to work schedules
- We meet frequently in smaller groups to perform tech or A/V upgrades, system or server installations, etc. These are regularly on Saturday mornings.
- 5 members are sound/video operators for Faith services.
- 3 members are FLURB laptop refurbishing team members.

Are you in need of more volunteers/members?

- YES – We would appreciate a few more hands to help with software and hardware issues, or laptop refurbishing. And we always appreciate members who are interested in learning Faith's A/V system in the sanctuary, to help out with running the sound and video during services

What have you been up to the past year? Accomplishments, events, challenges, joys?

- Office Tech: Completion of Desktop/Laptop upgrades to new systems/Windows 10
- Networking: Upgraded network switches, wiring, and wireless systems to help ensure quality network service for the office, live streaming and radio broadcast. Added new wireless access points in the Education wing.

- A/V Operations: Provided soundboard and video support for all services, including Wed Night confirmation, weddings, funerals
- A/V Tech: Oversaw replacement of the new soundboard, as our previous one crashed in May. We also installed a backup soundboard and wiring to use for the several months it took to get our new soundboard. Continued to improve Faith streaming and recording of services
- FLURB: The FLURB team received 75 machines in 2021, and refurbished and placed 36 of those in new homes. These have gone to students (local and seminary), families in homeless shelters, and even to Tanzania!

What will your committee be working on in 2022?

- Continued improvements and support of Faith's network (wired/wireless)
- Continued improvements to streaming quality and reliability
- Continued operational support of sound/video for all services
- Installation of UPS battery backup for soundbooth
- Expansion of the FLURB program to more donation opportunities and more recipients

Anything else you'd like Council or the congregation to know?

- The Faith Tech and A/V team is fun! Please join us!

Daniel Diemer, Coordinator

SACRED SETTLEMENT TEAM

Education

- **Extended participation in Advocacy training** – 4 sessions held at Mosaic over the summer with strong participation from several local churches (including Faith!) and community partners
- **Leveraging learnings from Mosaic** – Slow but steady zoning approval: City of St. Paul approved grading permit in the Fall 2021 and MN Dept. of Health approved sacred settlement under “campground” regulation in Jan. 2022
- **Great local publicity** – Settled honored as a “Hometown Hero” at October Vikings home game for work and partnerships to assist people experiencing homelessness in Twin Cities
- **Continued relational outreach & advocacy** serving Stepping Stone residents at FL AmericInn, Settled neighbors
- **Expanded partnerships** - HSAT (Homeless Strategy Advocacy & Training), Crossroads Covenant church in Columbus, Blue Cross Blue Shield Housing Programs, etc.

Direct Action

- Faith **Tiny Home Build Day** on Sat., Nov. 6 – Team from Faith helped with construction of next wave of tiny homes at Woodland Hills Church for people experiencing homelessness
- **Serving monthly meals at Forest Lake AmericInn** to residents awaiting permanent housing, including record resident turnout for Thanksgiving meal!

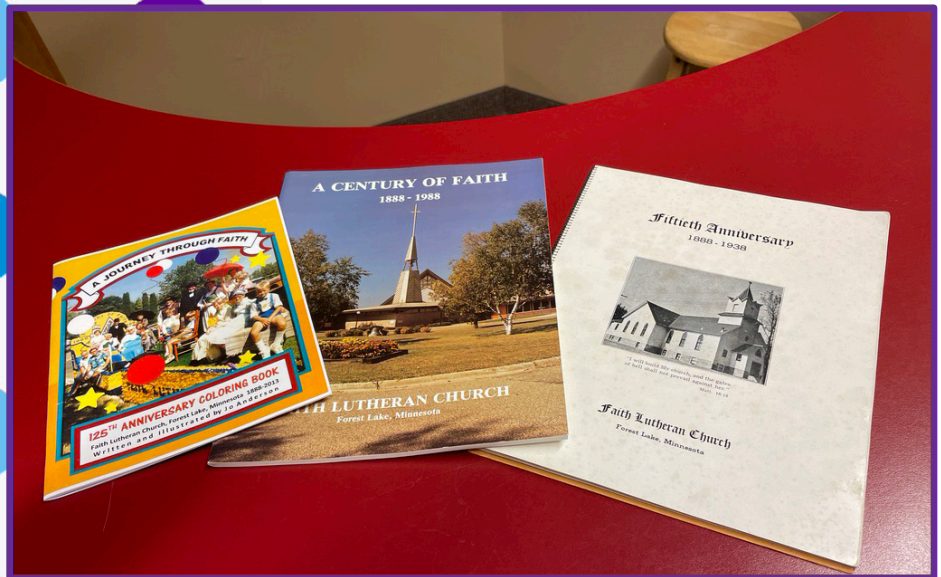
Advocacy

- **Ongoing policy level discussions** with Joint Religious Legislation Coalition (JRLC) and City of Forest Lake

Colleen Diemer and Jason Quill, Coordinators



FINANCIAL REPORTS



FINANCES

TOTAL GENERAL FUND INCOME

\$ 1,083,705

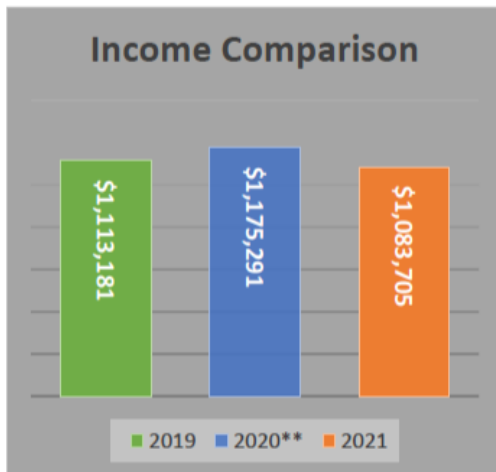
Donation Income	\$991,695
Rental & Other Income	\$92,010

TOTAL EXPENSES

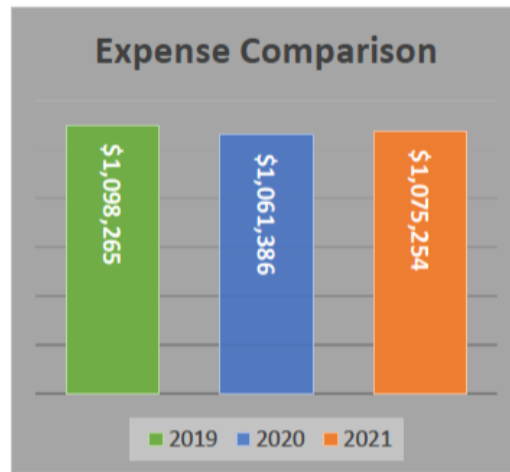
\$ 1,075,254

Operating	\$816,498
Mortgage	\$258,756

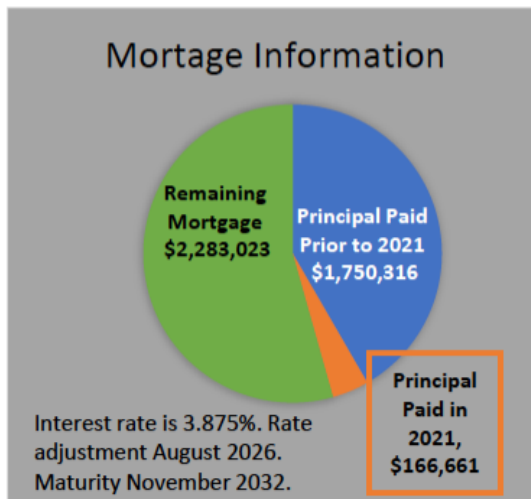
Income Comparison



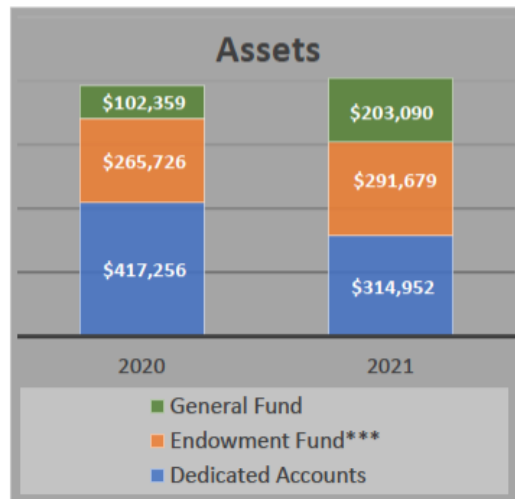
Expense Comparison



Mortgage Information



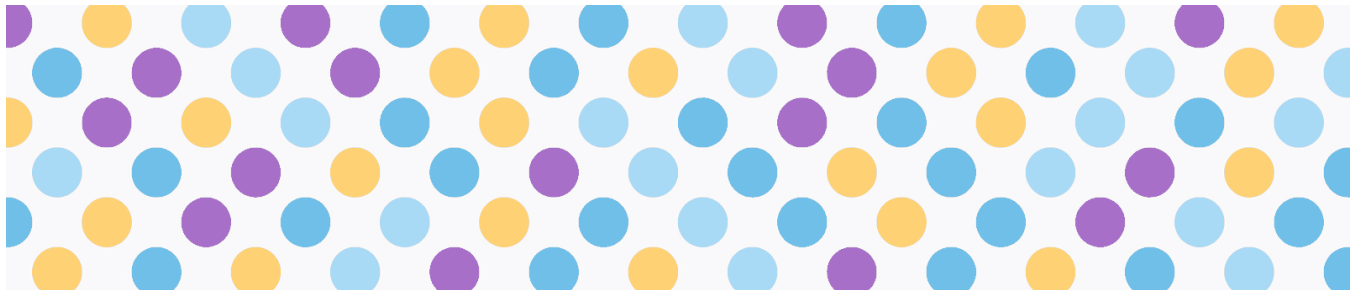
Assets



* Financial Reports reviewed by outside auditor

** Includes Payroll Protection Program income of \$93,300

***Balance as of November 30, 2021



GENERAL FUND *Income and Expense*

	2021 Actual	2022 Budget
INCOME		
General Offerings	954,655	973,200
Mission Offerings	4,990	3,600
Mortgage Payment Offerings	5,560	6,400
Special Fundraising and Memorials	26,490	15,000
Total Donations	<u>991,695</u>	<u>998,200</u>
Children, Youth & Family	11,464	23,096
Worship Experience	21,444	18,612
Facility Income	51,345	47,982
Other Revenue (Interest, Fees, Rebates, etc.)	<u>7,757</u>	<u>5,532</u>
Total Income	1,083,705	1,093,422

	2021 Actual	2022 Budget
EXPENSE		
Personnel	512,735	541,575
Children, Youth & Family	17,170	41,425
Worship Experience	29,294	30,632
Facilities	143,067	125,113
Administration	29,715	30,071
Benevolence	74,098	59,478
Outreach	3,195	4,650
Committee	7,225	1,975
Mortgage Principal and Interest	<u>258,756</u>	<u>258,503</u>
Total Expense	1,075,254	1,093,422

NET INCOME	8,451	0
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