

Annual Report of the Congregation

Faith Lutheran Church
Clive, Iowa

April 28, 2024
9:30 a.m.



A MESSAGE FROM PRESIDING BISHOP ELIZABETH EATON



Dear friends in Christ,

Over the past year we have continued to experience changes in the world around us. Even as our church finds ways to adapt to this changing world, we find hope in the unchanging and always present promise of God's love through Jesus Christ. We change and adapt not to conform to the world but because we believe that the gift of God's Son is for the world, and that our congregations and worshiping communities are places to gather and be sent into the world, where we will tell the story of God's love in word and deed.

The ministries of our congregations, our synods and the churchwide organization provide ways for the church to move beyond the boundaries of structures and geography and to share God's love with people in our neighborhoods, our cities, our country and beyond. We engage in this ministry knowing that our church walks by faith, trusting in God's promise in the gospel, and that we exist by and for the proclamation of this gospel word. In John 15:5, Jesus reminds us, "I am the vine; you are the branches. Those who abide in me and I in them bear much fruit, because apart from me you can do nothing." We are connected by the promise that we do all through Christ and can do nothing apart from him.

God gives the Holy Spirit, who uses gospel proclamation — in preaching and sacraments, in forgiveness and in healing conversations — to create and sustain this faith. Just as we rely on God to sustain our faith, we rely on each other to sustain the ministries that offer God's love to the world. Through your generosity to each expression

of this church — your congregation, your synod and your churchwide organization — you add to our collective voice proclaiming God's love for all.

I am grateful for your generosity over this last year. My gratitude spreads far beyond your generous financial gifts. You've shared your gifts of time through countless hours of volunteering, serving and accompanying. You've shared the gifts of your voices as we've tried to discover and learn how God is calling us to be the church now and into the future. And, finally, dear church, you have shared the gift of the realness of God's love with the world around you. Be well, dear church, and stand steadfast in the promise of God's love and grace as you take that promise with you into the world.

A handwritten signature in black ink that reads "Elizabeth A. Eaton".

The Rev. Elizabeth A. Eaton
Presiding Bishop
Evangelical Lutheran Church in America

“I am the vine; you are the branches. Those who abide in me and I in them bear much fruit, because apart from me you can do nothing.” —John 15:5

TABLE OF CONTENTS

July 2023 Mission Spending Plan Meeting Minutes.....	4
Agenda.....	5
Membership Report.....	6
President.....	7
Senior Pastor.....	8
Associate Pastor.....	10
Worship, Music & Arts Ministry Team.....	11
Youth & Family Ministry Team.....	12
Children & Family Ministry Team.....	13
Adult Faith Formation Ministry Team.....	14
Fellowship Ministry Team.....	15
God’s Work. Our Hands. Ministry Team.....	16
Seeds of Faith Early Learning Center.....	17
Property Committee.....	19
Human Resources Committee.....	20
Stewardship Committee.....	21
Memorials Committee.....	22
Endowment Committee.....	23
Finance Committee.....	24
Financial Snapshot & Statement of Activities.....	26
Audit Committee.....	28
Nominations Report.....	30

Faith Lutheran Church
Annual Meeting Agenda
April 28, 2024 | 9:30 am

1. Call to Order - Dan Dickman, President
2. Opening Prayer - Pastor Eric Carlson
3. Introduction of Council Members

Dan Dickman, President	Ann Drummond, Vice President
Alana Feeken, Secretary	Jane Turner, Treasurer
Mary Ellison, At-Large	Eric Thorsen, At-Large
Tim Tessier, At-Large	Pastor Megan Clausen
Pastor Eric Carlson	
4. Approval of Mission Spending Plan Meeting Minutes: July 30, 2023
5. Business
 - a. Report highlights - Dan Dickman, Pastor Carlson, Pastor Clausen
 - b. Nominating Committee Report - Ann Drummond, Vice President

Appointed by the Council

 - 1) Endowment Committee - 3-year term
 - 2) Audit Committee - 3-year term
 - 3) Nominating Committee - 1-year term

Election by Congregation

 - 1) Council Members
 - a. Vice President- 2-year term (1 as VP and 1 as President)
 - b. Treasurer - 2-year term
 - c. At-Large - 3-year term
 - 2) 2024 Synod Assembly Voting Members
 - c. Financial Update: Jane Turner, Treasurer
7. Mission & Core Values
8. Closing Prayer - Pastor Megan Clausen
9. Adjournment

Upcoming Congregational Meetings

- Mission Spending Plan Annual Meeting
Mission Spending Plan Preview, June 9, 2024
Mission Spending Plan Meeting, July 16, 2024

Faith Lutheran Church
Mission Spending Plan Meeting Minutes
Sunday, July 30, 2023
9:30 a.m.



Call to Order

Dan Dickman at 9:30 am

Opening Prayer

Pastor Megan Clausen

Introduction of Council Members

Dan Dickman	Mary Ellison
Ann Drummond	Eric Thorsen
Alana Feeken	Tim Tessier
Jane Turner	

Approval of the Annual Meeting Minutes from April 30, 2023 - M/S/C

Presentation of the Mission Spending Plan for 2024 Fiscal Year

Jane Turner, *Treasurer*

Motion to Approve the Mission Spending Plan for 2024 as Presented - M/S/C

Closing Prayer - Pastor Eric Carlson

Adjournment - Dan Dickman

Faith Lutheran Church Staff

Eric Carlson, Pastor
Megan Clausen, Pastor
Caitlyn Reinders, Director of Children & Family Ministry
Kathy Evans, Director of Business & Finance
Erik Ullestad, Director of Administration & Communications
Ruth West, Custodian
Stephen O'Baker, Organist
Jerry Waage, Kitchen Coordinator
Jen Mauro & Christina Rostermundt, Seeds of Faith Directors

Membership Report 2023

Membership: January 1, 2022 **1,200**

Members received during 2023 **+72**

By baptism (children)	9
By transfer	59
Statistical adjustment	4

Members removed during 2023 **-26**

By death	3
By transfer	19
Statistical adjustment	4

Membership: December 31, 2023 **1,246**

PRESIDENT'S REPORT

Dan Dickman

2023-2024 Annual Report

Dear Members of Faith,

Thank you for the opportunity to serve as President of your Congregational Council this past year! If you have an opportunity to serve on the Council or in some other ministry leadership position in the future, I highly encourage you to pursue that opportunity. I've been very impressed by my colleagues serving on the Council and in other congregational leadership roles and have learned and grown spiritually from my many interactions with them. I appreciate that opportunity!

In addition to its usual oversight duties regarding Faith's finances, property and ministry activities, your Council dedicated considerable time this year to assisting with several special projects. In most instances we did NOT do the heavy lifting associated with these tasks - several task forces and staff members took the lead in that regard - but we keenly followed and assisted when we could. Of note,

- The Columbarium task force made tremendous progress with project and landscaping design, fundraising, niche sales and more for a redesigned memory garden area and columbarium.
- The Human Resources Committee and senior staff collaborated with Council in (re)designing job descriptions and progressing through the hiring process for a new Director of Music Ministry, Administrative Assistant and Maintenance Specialist.
- A task force appointed by the Council drafted a new "Mission, Purpose & Core Values" statement for review by the Council and extensive discussions with the congregation. (Many thanks to Pastor Eric for leading MANY discussion sessions!) We learned a great deal about the numerous values we all share and some areas of scripture we interpret differently. Council continues to prayerfully discern appropriate next steps regarding the statement.
- Council developed a new Gift Policy for use when donors desire to make larger gifts to Faith. The policy clarifies how gifts will be used and includes provisions specifying how donors may direct the use of their gift if they so choose. We hope the new gift policy will enhance transparency and encourage members to consider legacy-type gifts to Faith as they plan for the future.

Thank you so very much to all the members of Faith who participated in these and other ministry activities this year! You truly do serve as God's hands in our world. My thanks go out in particular to those with whom I've served on Council these past two years. I've been blessed to serve with you!

Looking forward to next year, I'm pleased to report we have several *wonderful* proposed new members of Council as well as leaders of other ministries. Please join me in praying for God to bless and inspire them as they lead us forward.

Peace be with you,
Dan Dickman

SENIOR PASTOR'S REPORT

Pastor Eric Carlson

2023-2024 Annual Report

Be the Light!

For much of 2023, the congregation celebrated *Be the Light*, an emphasis that guided our worship, fellowship, and faith formation from May through November. We were reminded that Christ is the true light of the world, and that we get to reflect Christ's light in our daily lives; making God's unconditional love visible and available to all. I am humbled by how this congregation continues to be the light. I am further humbled by the leadership that has discerned how, what, and why we do what we do.

The Faith Lutheran Church Council has led this congregation with great dedication and discernment. I am grateful for the leadership provided by Dan Dickman, Ann Drummond, Jane Turner, Alana Feeken, Eric Thorsen, Mary Ellison, Tim Tessier and Pastor Megan Clausen. I am excited for their leadership in 2024 as we continue to discern God's mission for us in this time and place and the core values we hold together.

I am thankful for the tremendous gifts of the staff: Pastor Megan Clausen, Kathy Evans, Jan Kirk, Stephen O'Baker, Caitlyn Reinders, Erik Ullestad, Jerry Waage, and Ruth West. I continue to be inspired by the partnership and ministry of Seeds of Faith Early Learning Center. Thanks to the directors, Jen Mauro and Christina Rostermundt, and the entire teaching staff.

As we welcomed Jan Kirk in July 2023 as Administrative Assistant, we bid farewell and Godspeed to Dr. David Johnson, Director of Music Ministry. Upon his departure, interim directors for the Chancel Choir, Jubilate Bell Choir and the Children's Choir were hired. I am incredibly grateful for the ministry of those who served in these roles: Matthew Harper, Stephen O'Baker, Trish Jordahl, Anna Harper and Keeley Taylor.

The Council appointed a Search Committee for the Director of Music Ministry in September. After months of interviews and discernment, the committee selected Mr. Zach Rohlwing. We look forward to Zach joining the staff no later than June 2024. I am grateful for the members of the Search Committee: Neil Hansen, Matthew Harper, Trudi Holst, Matt Huth, Susan Ihnen, Trish Jordahl, and Melissa MacGregor.

Among all those of the Faith community who died this past year, we continue to grieve the loss of Matthew Harper, who served as Interim Director of the Chancel Choir and a member of the Search Committee for Director of Music Ministry.

The Council established a process to discern Faith Lutheran's purpose and core values. A task force was appointed to draft a document for the Council to present to the congregation. Eight sessions on Sunday mornings and four sessions on Saturday afternoons provided an opportunity for the congregation to learn, engage in conversation and provide feedback. The Council will discern when and how the proposed draft will be presented to the congregation for a vote of affirmation. The draft document can be found at www.faithlc.org/council.

I am thankful for the members of the task force: Ken Cheyne, Paul Kolsrud, Becky Lachenmaier, Casey Miller, Laurie Politzer, Justine Stemper and Jill Waage.

As we continued to be church—worshipping together, growing in faith, serving those in need—there is always more to do. The world’s needs only seem to be growing as we are faced with messages that tempt us to create divisions between us or avoid issues all together. Amid hard conversations, whatever the topic may be, we can be confident that our unity as a congregation is grounded in Jesus Christ. I am excited where God is calling us into the future; dreaming about new ways we can respond to the Spirit’s calling to love and serve the world that God so loves.

Having served as Senior Pastor for five years, it continues to be an absolute honor, privilege, and joy to walk with the people of Faith in doing God’s work with our hands, feet and voices. Thank you for continuing to love God, love our neighbors, and be the church together.

Peace be with you,

Pastor Eric Carlson

ASSOCIATE PASTOR'S REPORT

Pastor Megan Clausen

2023-2024 Annual Report

This year has been another year of faithful ministry at Faith Lutheran. There have been wonderful joys and there have been great sorrows, and so much in between. As I reflect on the year of ministry that we have had it is evident God continues to be faithful and loving. I continue to oversee Youth and Family Ministry (see YFM report), Outreach (see God's work. Our hands. Team report), as well as performing pastoral duties and providing care.

The Outreach/God's work. Our hands. Team led a wonderful day of service on September 10, 2023 for the ELCA's God's work. Our hands. day. The team has continued to work to further the ways we serve our neighbors in our community through continued involvement with Children and Family Urban Movement (CFUM), DMARC, LSI, and Mosaic. We Thank you to Lisa Abrahamson, Seana Jefferson, and Gail Marske, and Molly Daniel for serving on this team.

Pastor Carlson and I continue to share pastoral care duties for the congregation through visiting our homebound members, sharing communion with those who can't make it to church on a regular basis, and visiting people in the hospital and care facilities.

I am still loving and feeling a deep call to serve our young people and their families. Thank you so much for your continued support in this area.

Last year I wondered in my report: "How is God calling us to open our arms and hearts in radical welcome and love?"

This year I think we explored this through worship, service to our neighbors, and through our continued discussion about where God is calling us in terms of our mission statement and core values. I continue to be curious about how God is calling us to open our hearts, our arms, and our minds in radical welcome and love this year and beyond.

As always it is a joy and blessing to be your pastor, and to get to do ministry alongside you each and every day. Thank you from the bottom of my heart for another wonderful year of ministry.

Peace to you,
Pastor Megan Clausen

WORSHIP, MUSIC, AND THE ARTS MINISTRY TEAM

Pastor Eric Carlson

2023-2024 Annual Report

The Worship and Arts Ministry Team supports the pastors and Director of Music Ministry in coordinating worship services, musical activities, and other expressive artistic endeavors to encompass all the Fine Arts.

As we welcome a new Director of Music Ministry in 2024, I look forward to reigniting this ministry team with a renewed sense of purpose. The goal is for this team to:

- envision current and new ways to enhance the worship life of the congregation,
- be a listening ear and offer feedback,
- evaluating regular liturgies (worship services) and special events in consultation with the Pastoral team

Highlights of this past year begin with the resignation of Dr. David Johnson in July 2023. Dave served faithfully for twelve years in this role and provided a strong foundation to the music life of the congregation.

As I stated in my Annual Report, upon Dave's resignation we appointed interim directors for the Chancel Choir, Jubilate Bell Choir and the Children's Choir: Matthew Harper, Stephen O'Baker, Trish Jordahl, Anna Harper and Keeley Taylor.

The Council appointed the following to serve as the Search Committee for the Director of Music Ministry: Neil Hansen, Matthew Harper, Trudi Holst, Matt Huth, Susan Ihnen, Trish Jordahl, and Melissa MacGregor. The committee interviewed five applicants, and after prayerful discernment selected Mr. Zach Rohlwing. We look forward to Zach joining the staff no later than June 2024. Information about Zach can be found at www.faithlc.org/rohlwing.

Special thanks to the following for their service this past year:

- Stephen O'Baker, Organist—who provides consistent and strong leadership as he enhances our worship through the organ, piano and serving interim bell choir director.
- The Sanctuary Enhancement Team—for their work in keeping our Sanctuary beautiful during the seasons of the church year.
- The Altar Guild—for providing for the sacrament of Holy Community on a weekly basis and appointing the chancel with seasonal paraments.
- The musical ensembles—who week to week come together to rehearse and to be in community with one another to provide music for worship services, and for the interim directors listed above.
- Susan Ihnen—who has served as the main accompanist and music coordinator for Saturday worship during the interim. Thanks to all the musicians who have shared their gifts of music on Saturday.

A final thanks to the congregation of Faith Lutheran church for their continued support of all things Arts. We can look forward to a wonderful year ahead, especially as we welcome Zach Rohlwing to the staff.

YOUTH & FAMILY MINISTRY TEAM

Pastor Megan Clausen

2023-2024 Annual Report

Youth and Family Ministry includes ministry with students in 7th grade through college and their families. We have also started adding our 6th grade students in where it is appropriate. I am grateful for your continued support, and energized by how the Spirit is moving in and among our young people and their families. It is my hope to continue to work to integrate our senior high youth into the life of the congregation and to continue building relationships with our young people, as well as being a support for their parents. Here's what we have been up to:

- **Confirmation and Affirmation of Baptism:** Confirmation this past year has been fantastic. For most of the year I taught the combined 7th and 8th grade class with help from our awesome small group leaders, while Dan Kuckuck and other parent volunteers led 9th grade students in the weeks leading up to the Affirmation of Baptism service. A 7th and 8th grade Confirmation retreat was held at the YMCA Camp in Boone this past September. We had a wonderful Affirmation of Baptism ceremony for our ninth-grade students on October 29, 2023. This spring, the 7th/8th grade students will be learning about the Gospels with Pastor Eric. "Pointed Questions" meets on Sunday mornings between worship services in The Point for junior and senior high students (6th-12th graders) to share in fellowship and faithful conversations.
- **Middle School VBS:** In June middle school students were invited to explore the building blocks of faith during the Build it Up VBS. We met for 3 afternoons of learning, art, fellowship, and service.
- **Middle School Palooza:** Twenty middle school students participated in the 2nd Annual Middle School Palooza on March 1st. We had a Carnival themed evening of games, snacks, crafts, and fun!
- **Baccalaureate:** Faith's 2022-2023 high school seniors were honored at our annual Baccalaureate worship service on April 30. A luncheon followed.
- **Mission trip to Nashville, TN:** In July, Pastor Eric, Alex Marske, Ann Drummond, Lezlie Mestdagh, Zoe Wood, and I led a group of 14 high school students to the YouthWorks site in Nashville. It was hot, but we spent time seeing the sights of Nashville, kayaking, meeting new people, serving at various sites throughout the city and growing in our faith. We look forward to the ELCA Youth Gathering this summer in New Orleans.
- **Senior High Youth Group (SHYG):** Throughout the year SHYG began meeting the 2nd and 4th Sundays of the month from 5-7pm. We made and ate dinner together. We played games, had theological discussions, and did service projects together. In the second half of the year, it was clear that Sunday evenings were hard for students to gather so we moved SHYG back to every Wednesday evening from 7:15-8:30 pm. We meet in the Gathering House to check in with one another, do service projects, play games, or have faith-based discussions.
- **College/Young Adult Connections:** In December SHYG sent almost 30 care packages to our college age students. They are always so appreciative of this connection their Faith community.
- **Youth and Family Ministry Team:** The Youth and Family Ministry is back up and running. Michelle Zimmerman, Caroly Petsche, Chad Thompson, Sarah Jefferson, and Kevin Stone all have graciously been serving on the YFM Team and we are learning together what this team does and can do. We are also listening closely for where God is calling us at Faith Lutheran.

Submitted with gratitude and love,
Pastor Megan Clausen

CHILDREN & FAMILY MINISTRY TEAM

Caitlyn Reinders

2023-2024 Annual Report

The Children and Family Ministry team works with The Director of Children and Family Ministry, Caitlyn Reinders, to plan and execute ministry programs and events for children 6th grade and younger and their families. Through those events and programs, the team works to provide education, guide faith formation, build relationships, and equip parents and families to continue faith formation outside of the church building.

From last summer to this program year, we've had some new events and changes for CFM. In August we had our "Mac to School" event. After our 10:30 service we had a mac and cheese bar where we had a variety of toppings so everyone could custom make their own mac and cheese. All the free will donations from that went towards our Lutheran Lakeside scholarships for Faith campers. We also had a school supply drive for Crestview School of Inquiry. The whole congregation showed so much generosity in both aspects. Another big change we made was to our Milestone Ministry. One thing the staff has noticed about how milestones had been done previously, is that it was so hard to really dive into the topics of each milestone in the time allowed. We were also aware of families' busy schedules, and how hard it was if they were not able to attend when the milestone was only for one day. This year, we grouped most of them together and expanded the timeframe of the milestones to two- or three-week sessions. We wouldn't be able to do this without the help of our amazing volunteers who helped teach some of these milestones.

The CFM also welcomed two new members - Ginger Laidlaw and Amy Vowles. We are so excited to have them as a part of the team!

Throughout all the programs and events of Children and Family ministry, it couldn't happen without all the great volunteers who help everything run smoothly, as well as the participation of all our families. Thank you to everyone who has been involved in this ministry! Thank you to all who have contributed to our fundraising or offering efforts. In addition to our school supply drive in August, we had previously accepted donations as part of our Vacation Bible School that were directed toward Central Iowa Shetler and Services. Throughout the week, our families showed tremendous generosity. I was amazed with both collections that they were able to be transported in one trip. My car was filled to the brim each time! Also, a special thank you to the whole CFM team - Brad Burtnette, Mark Daniel, Ginger Laidlaw, Amy Vowles, and Piper Wolff. They have been a great support to this ministry.

In the coming year, we're looking forward to our summer programs, including hosting Vacation Bible School along with St. John's Lutheran in June. The summer is also a great time for us to get feedback from the program year so we can continue to create new events and programs for our families as well as update our current ones to fit their needs better. We look forward to seeing how that will shape our upcoming program year!

Caitlyn Reinders
Director of Children and Family Ministry

ADULT FAITH FORMATION MINISTRY TEAM

Susan Sandholm-Petersen

2023-2024 Annual Report

The Adult Faith Formation Ministry Team creates opportunities at Faith where adults will be immersed in life-long exploration and spiritual formation through experience, reflection, prayer, and study relevant to their needs, and equipped to live out their baptismal covenant as witnesses and disciples of Jesus in all areas of life.

This year, the Adult Faith Formation Ministry Team added two new members, Kristie Kolsrud and Holly Meagher, to our Ministry Team. We chose the seven-session series *Animate: Faith Practices* for Sunday morning study during the Fall term. Brian Turner and Becky Shaw led these sessions. Stephen O'Baker, Faith's organist, presented a session on Advent and Christmas music in December and another program on Lenten and Easter music in March 2024. The Adult Faith Formation Team also implemented the first of the adult Milestones programs for Adult Caregivers. These sessions were led by Pastor Eric Carlson and Rebecca Lachenmeier. Pastor Carlson also led the study *The Divine Drama*, an outline of the Biblical story line from Creation to Jesus the Messiah, on Wednesday evenings. In the Spring 2024 term, the church council led Sunday morning discussion sessions on Core Values at Faith. Additional adult learning sessions for this term will be led by Pastor Jack Mithelman and Pastor Dan Kuckuck.

We would like to thank Pastor Carlson for his insights and leadership with this Ministry Team as well as for his presentation of the Wednesday evening Bible study sessions. We also want to thank Brian Turner and Becky Shaw for facilitating the adult Bible study sessions on Sunday morning, Stephen O'Baker for sharing his expertise and knowledge of seasonal church music, Rebecca Lachenmeier for help with the Adult Caregivers milestone, and Erik Ullestad for his work in publicizing the adult faith formation events.

In the coming year, the Adult Faith Formation Ministry Team hopes to continue to offer more adult Milestones, create a space for parents of Sunday School children to gather for discussion and community building each Sunday morning, and to provide engaging faith-focused learning opportunities for adults at Faith, both on Sunday mornings and at other times during each week. We would also like to find a way to provide Zoom links for adult learning sessions that are offered, expanding the opportunity for more adults to participate in this learning.

Susan Sandholm-Petersen
Chair of Adult Faith Formation Ministry Team

FELLOWSHIP MINISTRY TEAM

Shaunda Murphy

2023-2024 Annual Report

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

On July 21, 2023 the committee assisted with the Congregational Cook-Out at Browns Woods Park Lodge. This was a first-time event and was well attended and a fun time. We are planning on doing it again in 2024.

Group tickets were sold for an Iowa Cubs baseball game held on July 23, 2023.

The committee assisted with the luncheon that was served after the outdoor worship service held on August 27, 2023 at the West Des Moines amphitheater, to celebrate the beginning of the programming year. Approximately 250 people attended.

Jerry Waage provided Faith Feast meals on Wednesday nights in the fall of 2023 and spring of 2024, including during Lent. He served an average of 100 meals per week. Servers could volunteer using Signup Genius. A stewardship breakfast was provided in November 2023, along with various Coffee with Council get togethers.

Sunday morning coffee and donut hole fellowship time was provided throughout the year with different ministry teams and committees responsible for hosting a month at a time.

The kitchen stove vent hood was professionally cleaned in the fall 2023 and it is planned to get the entire kitchen professionally cleaned in May 2024 once the programming year is over.

A special thanks to Jerry Waage for providing such wonderful meals throughout the year and all the serving volunteers who assisted and thank you to Seana Jefferson for being the Funeral Luncheon Coordinator.

In 2023-2024, we are planning a Women's Retreat on April 20, will again assist with a group I-Cubs outing, a cook-out event, outdoor worship lunch, and Faith Night meals.

Shaunda Murphy
Chair of Fellowship Ministry Team

GOD'S WORK. OUR HANDS. MINISTRY TEAM

Lisa Abrahamson

2023-2024 Annual Report

The God's work Our hands emphasis this past year at Faith has been a wonderful opportunity for members to engage in several areas of ministry and have multi-generational experiences that make connections both within and beyond our church walls. Meaningful God's work with Our hands at Faith has been taking place throughout the fiscal year!

Spring 2023

Project Gathering House: gathered sheets, etc. for Family Promise

Summer 2023:

We kicked off a Show You Care With Underwear drive to help Des Moines Refugee Support with undergarments and socks.

DMARC was highlighted as a place for members to volunteer. Volunteering over the summer was promoted to the congregation as a part of the Faith "Be the Light" campaign.

September 10th, 2023 was our GWOH work day and fundraiser. Activities included: Crossroads elementary painting, advocacy letter writing, card creation, Greenbelt trash pick-up, and outdoor work at Faith. We also held a bake sale to raise much needed funds for GWOH projects.

November 2023: Holiday caroling and Mosaic gift collection and delivery.

February 2024: Fill The Fridge - Members brought donations and delivered items to the 24/7 fridges that serve those with food insecurity.

April 2024: Is our spring clean-up at Faith GWOH in conjunction with Faith's Property Team.

CFUM (Child Family Urban Movement) Supper Club continues to be a monthly commitment and service that GWOH team promotes and members support. We prepare a meal and serve approximately 150 children and families each month.

The GWOH team is busy behind the scenes creating meaningful volunteer opportunities in the upcoming year for our congregation.

Lisa Abrahamson

SEEDS OF FAITH EARLY LEARNING CENTER

Jennifer Mauro & Christina Rostermundt

2023-2024 Annual Report

Enrollment

We are getting close to wrapping up our 23rd year at Seeds of Faith Early Learning Center. It has been a year filled with fun, faith, and lots of learning! We currently have 81 students and offer seven sections of high-quality preschool education throughout the week. We held registration for the 2024-2025 school year back in January and we have just a few spots open. We anticipate that these will be filled in the coming months prior to school starting in September.

Seeds of Faith Teaching Team and Preschool Board

We have the best teachers here at Seeds of Faith! They bless us with the time and effort they put forth into making our preschool a fun, loving and educational learning space for our students. Our wonderful teaching team includes Janet Mack, Chrissy Kennedy, Krista Lumbard, Abby Henderson, Cindy Harris, Tricia Jacobson, Erin Bemis, Gail Marske and Ann Worlie. This team is dedicated to making sure our students have a rich and nurturing, faith filled environment to come to each day.

Our preschool board has offered us immense advice and support over this past year. We are so grateful for the love they have shown us and appreciate the time they volunteered to make Seeds of Faith the amazing preschool that it is. We appreciate all the ideas they have shared, the help they have offered with fundraisers, their help in balancing our financials and for making Seeds of Faith a warm and welcoming environment. Our Preschool Board consists of Colleen Boyer, Nicole Faidley, Mallory Crispin, Kerri Grace, and Hillary Lindell.

Chapel

Each month the preschool children attend Chapel time in the sanctuary with either Pastor Eric or Pastor Megan. This is a time they all look forward to as they love singing songs, praying, hearing stories, dropping coins in the bucket for noisy offering and being blessed. We really appreciate the Pastors taking time out of their busy day to spend time with us and teach us about how God loves each of us.

Professional Development Goals

1. We have been fortunate enough to receive a grant from the state that we hope to use in making our space safer and more secure for our children and staff. We are going to investigate having secured doors put on both ends of the preschool hallway that would require a key fob for entry. We will also be looking at other ways to make our space safer from intruders which may include new windows in the hallway between rooms #101/105 and the preschool classrooms. Keeping everyone safe is of the utmost importance to us.
2. We are looking forward to our family event which will take place on May 5th from 4-6. We are praying for good weather and plan to have food trucks, a bounce house and lots of kid/family friendly activities to participate in. This has become a tradition for Seeds of Faith. We are excited to invite our families to come and spend time with the staff and make connections with other families. We pride ourselves on the community that is built from having a child attend Seeds of Faith. We hear that other preschools do not “feel” like Seeds of Faith. For that, we are grateful for all the teaching staff, board members and church staff that help to make our program stand out from all of the others.
3. With the wonderful weather we have had lately, we are anxious to get outside and plant our garden. We continue to make gardening part of our curriculum and we love the excitement the children have for planting a seed, caring for it, watching it grow, and then harvesting it. We often serve the vegetables that we harvest for snacks and the children love it! Several of the teachers applied for an agricultural grant from the state and ended up receiving it. The money will be used to purchase seeds, soil, books about gardening/farming, classroom toys and manipulatives that deal with gardening, and possibly some additional gardening boxes and tools.

Looking Ahead

We are excited about wrapping up this school year and looking forward to getting busy planning for the next. Sometime in the early fall months we will have our IQ4K visit from the Iowa State University Extension Department. Our classrooms will be observed and graded on several different factors. It is a very intense time in the lives of our staff as we prepare for these visits by completing lots of training sessions, evaluating our classrooms and curriculum, and planning out our schedules to ensure we cover all that is needed. We strive to maintain our level 5 rating and will work hard to achieve it. We are forever grateful for all our families, teaching team, community members, pastors, and church office staff for helping to encourage, guide, support and love our little preschool. We love all the magic that happens down in our little corner of Fatih Lutheran Church!

PROPERTY COMMITTEE

Amy Feters

2023-2024 Annual Report

This committee helps provide direction to the church staff on maintenance and/or repair/replacement including governmental inspections as it relates to the Church and/or Duplexes. The following is not an all-inclusive list of what our committee has been a part of this past year but here are some of the main highlights of items that have been discussed at our board meetings.

1. We lined up the twice a year Work/Cleaning day(s) as well as helped staff clean out storage spaces throughout the church.
2. Committee Members (Linda and Craig) monitor the irrigation system and adjust if rain is in forecast.
3. Committee along with Mary Ellison and her team helped organize a perineal transplant day with the of the memory garden plants before allowing congregation to take remaining plants. We also provided input to the Columbarium Committee led by Linda.
4. Roger Garrett was able to do misc. drywall repairs and replace the steps at duplexes.
5. Don Beck has replaced numerous bulbs throughout the year and helped relocate property items into our mechanical spaces. Roger and Rob have worked on installing occupancy sensors at the stairs.
6. Several Preschool upgrades were completed this year led by Roger Garrett.
7. Several Items were bid, procured and organized with staff: HVAC Control upgrade was completed with updated view; remaining hail damage repairs for the roofs at the Gathering House, Duplexes and Church; Ramp Repairs to Gathering House; Added staff office in main office; new LVT flooring in preschool and Duplexes; basement hallway painting; kitchen cleaning including hood; window treatments for 205; replacement of furnace boards over spring break; various required inspections with misc. needed repairs.

The following people have made huge contributions to the church, this committee, and many countless hours watching over various contractors and/or performing work on behalf of the church to keep the facility in good condition.

Board Members

Amy Feters (chair)
Rob Funk
Craig Murphy

Committee Members

Kathy Evans Roger Garrett
Don Beck Linda Johnson
Mike Gaul Matt Drummond

In the coming year we plan to continue working on these items:

1. Continuing to work on Gathering House and all the various Drywall Repairs needed.
2. Developed plan to increase handicapped parking stalls. Will restripe 8 locations to increase handicap parking near sanctuary.
3. Will work to schedule clean up days in the Fall/Spring for 2024 and 2025. The spring cleanup day for 2024 is coming up on 4/6.
4. Working with Boy Scouts and Matt Drummond to improve garage by water tower.
5. Working with Staff to hire a part time maintenance carpenter.
6. Working with Staff on misc. needed inspections and/or maintenance items.

HUMAN RESOURCES COMMITTEE

Mary Funk and John Noll

2023-2024 Annual Report

The HR Board consists of the following individuals: Mary Funk, Mike MacGregor, and John Noll. Staff is typically represented by the Senior Pastor and Kathy Evans. The Board meets the fourth Tuesday of each month, from 8:00 - 9:00 am.

The mission of the HR Board is to provide support and direction to the staff and Council of Faith Lutheran Church on personnel matters. For the most part the HR Board has met in-person at the church, only one or two meetings have been virtual using Zoom during the past year. We feel meeting in-person allows for a more interactive and productive meeting. Our focus over the past year has been on updating policies and assisting with job descriptions.

The members of Faith are truly blessed to have an experienced HR Board that is rich in diverse professional backgrounds and expertise. When combining Mary's employment legal expertise, Mike's employment benefit knowledge, and our combined experiences in employee relations, the congregation couldn't ask for a more professional and knowledgeable team.

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

1. Reviewed and updated job descriptions such as the Director of Music Ministry and the new Maintenance Specialist positions.
2. Reviewed and updated the employee handbook.
3. Reviewed the new hire checklist and provided updates/clarifications.
4. Provided salary increase recommendations.
5. Provided input on a new PTO policy for church staff members replacing the previous sick/vacation practice.
6. Consulted on various employee relations matters as requested by Pastor Carlson.

On-going areas of focus for the HR Board include:

1. Determine staff training needs, both mandatory and soft skills related.
2. Continue to review and update job descriptions as needed.

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

STEWARDSHIP COMMITTEE

Pastor Eric Carlson

2023-2024 Annual Report

Be The Light served as the theme for Faith Lutheran's stewardship emphases in the fall of 2023. Members of Faith were called upon to reflect on the gifts we have received and consider how God is calling us to *Be the Light* in the world through our financial resources. An invitation was sent to the congregation in October inviting members to celebrate the culmination of the stewardship emphases at an *All Saints Celebration* the weekend of November 4 & 5. Participants were invited to present their Intent Card for giving to the General Fund in 2024.

A very important part of our stewardship is the sharing of our time and talents. **Worship +1** continues to serve as our invitation to members and active participants to consider how God is calling you to participate in the life and ministry of Faith. Worship is the most important part of the Christian faith. We worship God who, in Jesus, loves us unconditionally. Then, we are called to serve in Jesus' name in a variety of ways. While many people serve in multiple positions in and beyond the congregation, you are encouraged to serve in at least one way—hence, Worship +1. Go to www.faihlc.org/serve for more information or contact the church office.

Part of the Stewardship ministry of the congregation is the Endowment Fund. Funds from the Endowment were distributed to grant recipients in June of 2023. You can find more information in the Endowment Committee Annual Report.

As noted in the financial report, the generosity of Faith Lutheran members has been inspiring. We have maintained giving to the General Fund over 100% of anticipated giving year-to-date. This has been a first for Faith Lutheran in the past many years.

First, we thank God for the abundance we have received, and we give thanks for all who live generously and steward God's resources so that the good news of Jesus Christ may be proclaimed through Faith Lutheran's ministries, the Southeastern Iowa Synod and the entire ELCA.

MEMORIALS COMMITTEE

Pastor Eric Carlson

2023-2024 Annual Report

The Memorial Fund is a valuable source of funding for the ongoing mission and ministry of the congregation.

Contributions are generally made in memory of a departed loved one, but a gift is also a fitting remembrance of other occasions such as a birthday, a wedding, an anniversary, or to honor a special person.

The Memorial Fund is a fund separate from current operating funds. It is administered by the Senior Pastor. Gifts are used according to the intent of the donor and the fund is subject to regular audit. A record of each gift is kept permanently on file at Faith Lutheran Church.

As of March 1, 2024, we have **\$4,197 of restricted gifts**. Areas of designation include: Altar Guild, Music and the Arts, Stephen Ministry, Memory Garden and Human Resource Training and Development.

We have approximately **\$14,503 of unrestricted funds**. Some donors have made suggestions as to the use of these funds, but have not restricted these as of yet. Some of the areas of suggested use include: the Endowment Fund, Children/Youth & Family Ministry, Family Promise, the Memory Garden and Music and the Arts.

Total contribution to the fund for FY24 = \$6,095

Total distribution for FY24 = \$19,688

The total amount in the Memorial Fund is \$18,700

ENDOWMENT COMMITTEE

Ann Taylor

2023-2024 Annual Report

Introduction: The Endowment Committee (Renee Wood, Tom Penningroth, Kevin Kruse & Ann Taylor) meets regularly with Pastor Eric to develop and grow Faith's endowment fund, review annual grant applications, and make distribution recommendations to church council.

Year in Review: In only its second year of grant distributions, Faith's endowment fund supported at least one project in each of the four possible ministry areas:

- Ministries of Faith Lutheran
- Scholarships for Faith members to attend ELCA colleges, universities and seminaries
- Local service agencies that align with Faith's mission
- The work of the Southeastern Iowa synod and the ELCA

Specifically, 2023 grant funds supported Lutheran Services in Iowa, Clive Community Services, Family Promise, the Southeast Iowa Synod, Nyame Do Women's Center, and two higher education scholarships. The committee continues to educate church members about the endowment and how they can continue their legacy at Faith through a gift or bequest. Information is available online on Faith's Endowment page, a printed brochure and discussed during learning sessions such as last fall's End of Life planning series. The committee also met with Mike Klinefelter, the ELCA's Regional Gift Planner for Iowa to discuss ways to grow the endowment fund. Long time Faith member Kevin Kruse joined the Endowment Committee in March 2024.

Gratitude: We're grateful for members of Faith who have made a legacy gift to the endowment or are considering a future gift. Many thanks goes to Faith's staff including Pastor Eric, Erik Ullestad and Kathy Evans for their guidance and administrative support, as well as the professional advice of Mike Klinefelter.

Looking Ahead: 2024 grant applications are under review with recommendations to the council expected by May. At least one small group educational session will be offered during the year. Committee members are ready to meet by request with individuals or couples who are considering an endowment gift. Please contact Pastor Eric or Ann Taylor.

Ann Taylor
Endowment Committee Chair

Finance Committee Members

Jane Turner (Treasurer), Kathy Evans (Director of Business & Finance), Brent Kell, Jeff Westendorf, Doug Lourens and Pastor Eric Carlson. This committee meets monthly; typically on the first Monday of each month. The committee's primary focus is financial analysis and planning additionally, ensuring an annual budget is prepared, monitored, and managed accordingly.

Financial Overview

Faith Lutheran has a June 30, 2024 fiscal year end. As a result, our comments here will focus on the congregation's financial position after eight months into the 2023-2024 fiscal year, or through February 28, 2024. Through February, congregational giving to operations is 110.1% of budget or up \$79,170, and general giving is up \$163,631 or 23.3% over the prior fiscal years' comparable months. Expenses are down at 89.1% of budget or \$87,308 favorable. The congregation has a total revenue plan (all sources) of \$1,294,729 and a "general giving" budget of \$1,201,774 for the year. Giving to general operations from Faith's membership represents over 93% of all income. Revenue other than general giving comes in the form of directed gifts for specific needs, rental income, and Seeds of Faith reimbursements. The expense favorability to budget is due primarily to lower than planned payroll expense; we created the expense budget with the assumption of a full-time, full year Director of Music Ministries and the current vacancy is being filled through interim personnel as well as a part time Maintenance Specialist that has yet to be filled. YTD net income is nicely ahead of budget due favorability on both the income and expense categories.

The church balance sheet consists of total assets of \$10,994,063 and total liabilities of \$874,098. The mortgage on the property as of February 2024 is \$837,023. Fixed assets (building, land, duplexes, etc.) total \$10,693,533 and represent 97.3% of total assets. Cash on hand and in the various funds totals \$300,530. Approximately 66.7% of cash on hand is in restricted funds primarily in the endowment fund. This leaves \$100,067 of cash on hand for general operations, down \$32,908 from the prior fiscal year. With the level of giving we have seen this year; it may seem odd that reserves are at this low level. Please see my note detailed below about how the reserves are being used to reduce our interest expenses.

I want to express my great thanks for the insightful support that I have received from the Finance committee and in particular, from Kathy Evans. Her conscientious support has been key to our understanding, reporting, and managing the financial position of the church.

I also want to say a huge Thank You to our Faith community. Your generosity has put our general giving up by \$163,631 this year which is critical for the programming outreach work desired for our church. Thanks also go to each and every staff member for their diligent and conservative work managing expenses. We have been very fortunate again this fiscal year and it is my hope that Faith continues this as we go about the work of spreading God's word through our actions and contributions.

Current use of reserve monies

Background information:

In early 2023 as part of the committee's regular review of the financial statements, the committee recognized that the amount of Faith's reserves was at a significant level with no imminently needed draws on these reserves. The reserve balances were receiving a low level of interest income return because they were housed in our checking account.

Exploring Alternatives:

The committee discussed alternative means to increase our interest income by using these reserve funds in another investment vehicle, primarily in the form of short term CDs, understanding that funds would be unavailable until the CD term expiration unless the committee deemed it necessary to withdraw money from them earlier than the expiration term and thereby incur interest income penalties. Various combinations of three and six-month CD options were analyzed.

Solution:

After consulting with our bank representative about our goal of maximizing interest income by utilizing reserve monies, we were presented with the alternative of converting our church mortgage into a line of credit. Under this proposal, we could shift reserves against our indebtedness but would maintain the option to draw on the line of credit up to the former mortgage balance whenever needed. The interest rate on the line of credit would be the same as the mortgage. After analysis and discussion the committee agreed unanimously that this was the most income producing and flexible alternative. The necessary paperwork was signed in April 2023. Soon thereafter we transferred a substantial amount of reserves against the line of credit; approximately \$500,000. This amount at the end of February totals approximately \$600,000 and of this total, \$226,000 is restricted.

Current Outcome as of 2-28-24

In the ten months since we converted our traditional mortgage into a line of credit, we have recognized an interest expense benefit over budget of nearly \$13,000. In this same time period, we have not needed to increase our line of credit.



Financial Snapshot FY24 February

Cash Balance
\$100,100

Endowment
\$189,183

Mortgage **
\$837,023

YTD Adjust Net*
\$166,987

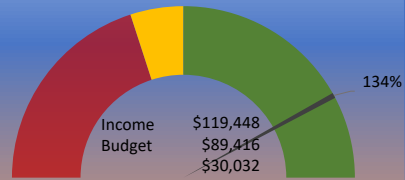
YTD Adjust Net to Budget*
\$164,488

YTD Total Income to Budget Var.
\$88,221

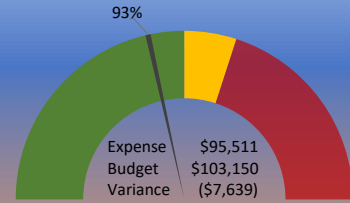
**Actual Mortgage and Restricted Fund balances in financials differ due to modified mortgage reallocation not reflected in dashboard

* Adjusted Net includes Mortgage Principal

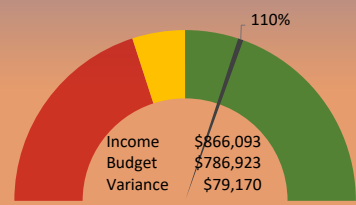
February Giving to Budget



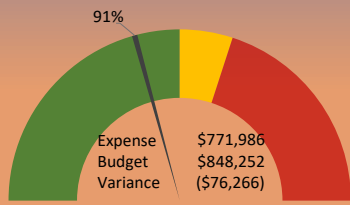
February Expense to Budget*



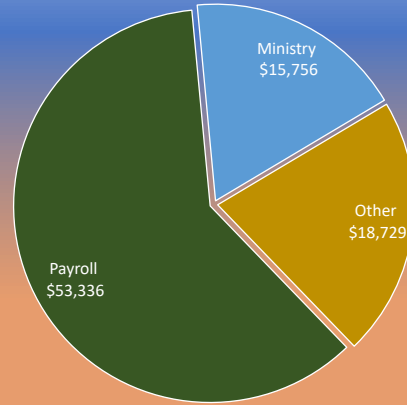
YTD Giving to Budget



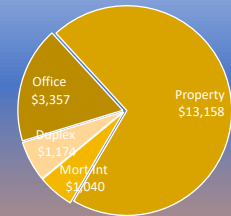
YTD Expense to Budget*



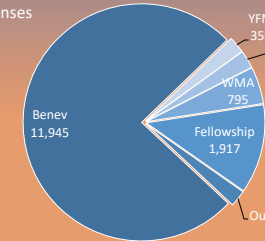
February Expenses



Other Expenses



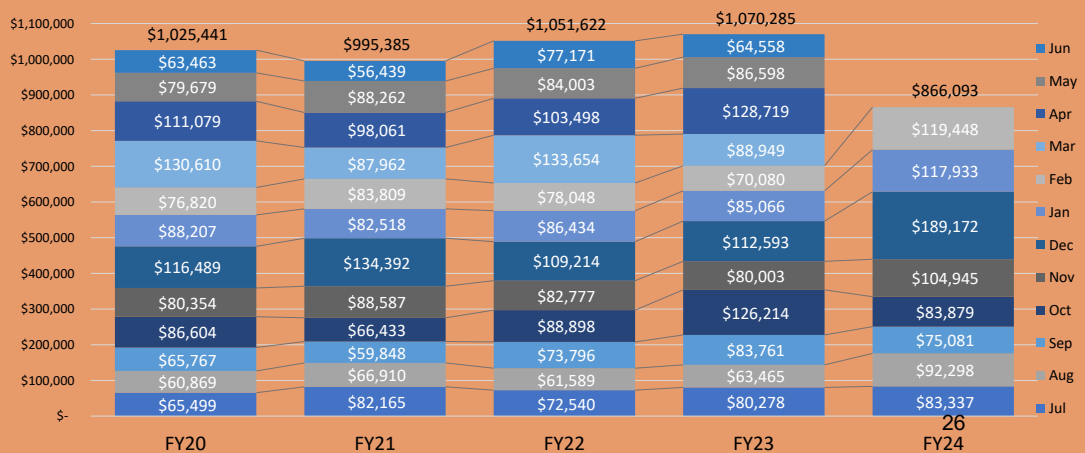
Ministry Expenses



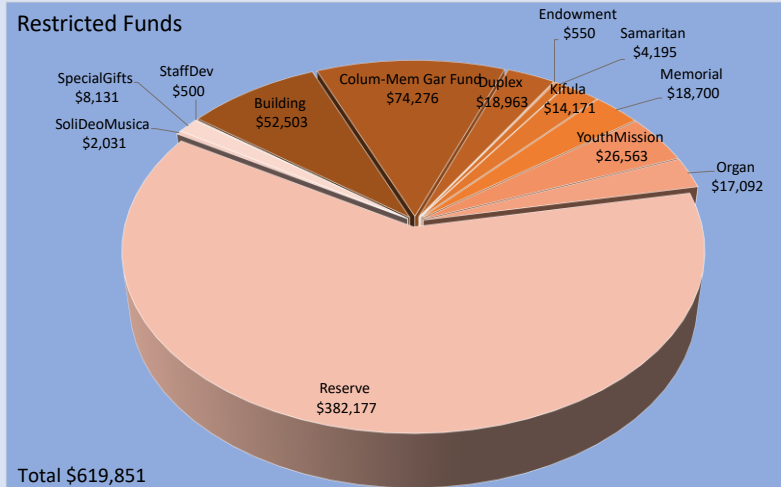
Adjusted Net Actual to Budget with Variance

	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	YTD Total
Actual Adjusted Net	\$6,137	\$2,408	(\$16,326)	\$2,457	\$22,188	\$90,590	\$27,236	\$32,296					\$166,987
Budget Adjusted Net	(\$4,736)	(\$5,096)	(\$26,607)	\$8,714	\$2,576	\$32,937	\$238	(\$5,527)					\$2,499
Variance	\$10,872	\$7,504	\$10,281	(\$6,257)	\$19,612	\$57,654	\$26,998	\$37,823					\$164,488

Year to Date Compare



Restricted Funds



Faith Lutheran Church
Statement of Activities
February 2024

	Feb 24	Budget	% of Budget	Jul '23 - Feb 24	YTD Budget	% of Budget	Annual Budget
Ordinary Income/Expense							
Income							
Duplexes - Rental Income	4,390.00	4,265.00	102.93%	35,940.00	34,120.00	105.33%	51,180.00
Giving - Directed & Fees	2,865.78	3,337.51	85.87%	29,539.99	24,875.08	118.75%	34,525.00
Giving - General Operations	119,447.91	89,415.87	133.59%	866,092.62	786,923.04	110.06%	1,201,774.00
Other Receipts	803.11	304.17	264.03%	5,000.37	2,433.36	205.49%	3,650.00
Seeds of Faith - Reimbursements	300.00	300.00	100.0%	2,400.00	2,400.00	100.0%	3,600.00
Total Income	127,806.80	97,622.55	130.92%	938,972.98	850,751.48	110.37%	1,294,729.00
Gross Profit	127,806.80	97,622.55	130.92%	938,972.98	850,751.48	110.37%	1,294,729.00
Expense							
01) Adult Ministry	0.00	150.00	0.0%	585.52	1,200.00	48.79%	1,800.00
02) Youth & Family Ministry	359.06	520.00	69.05%	6,488.40	6,350.00	102.18%	15,710.00
03) Children's Ministry	383.82	1,662.50	23.09%	6,575.51	8,625.00	76.24%	16,025.00
04) Worship, Music, & Arts	795.22	990.84	80.26%	8,896.44	10,761.72	82.67%	15,280.00
05) Fellowship	1,916.93	1,421.67	134.84%	11,210.05	12,223.36	91.71%	16,885.00
06) Outreach	356.05	852.07	41.79%	6,474.32	7,941.28	81.53%	11,532.26
07) Office & Administration	3,357.12	2,547.16	131.8%	29,041.11	29,643.35	97.97%	45,137.83
08) Property	13,158.02	12,436.56	105.8%	105,008.38	106,965.22	98.17%	169,783.65
09) Mortgage Interest	1,039.82	2,538.83	40.96%	9,770.48	20,812.52	46.95%	30,786.55
10) Payroll Expenses	53,336.38	63,404.12	84.12%	425,614.19	498,076.90	85.45%	747,743.31
11) Benevolence	11,944.79	8,941.59	133.59%	88,109.26	80,192.30	109.87%	123,177.40
Duplexes - Expenses	1,173.80	1,493.67	78.59%	14,147.24	16,437.36	86.07%	26,901.00
Total Expense	87,821.01	96,959.01	90.58%	711,920.90	799,229.01	89.08%	1,220,762.00
Net Ordinary Income	39,985.79	663.54	6,026.13%	227,052.08	51,522.47	440.69%	73,967.00
Net Income	39,985.79	663.54	6,026.13%	227,052.08	51,522.47	440.69%	73,967.00

April 10, 2024

Faith Lutheran Church
Council and Congregation
10395 University Avenue
Clive, IA 50325

ANNUAL AUDIT REPORT

With this report, the Audit Committee presents its audit of the financial books and record of Faith Lutheran Church in Clive, Iowa for the period beginning July 1, 2022, and ending June 30, 2023. The audit committee members include Angie Sanders (Chair), Nathan Stone, and Bert Zimmerman. The basis of the audit was a 34 step, 27-page, document titled Evangelical Lutheran Church in America, "Congregational Audit Guide". In some cases, the audit steps have been adapted as appropriate to Faith's operations.

AUDIT CONCLUSIONS

Based on the audit work performed, the books and records of Faith Lutheran Church appear to be materially accurate and comply with the intent of categories defined by the Congregational Audit Guide.

This was not an audit as defined under generally accepted auditing standards (GAAS) and should not be construed as any form of a recognized standard report as outlined by any accounting body or authority.

Respectfully submitted,

Angie Sanders, Chair

April 10, 2024

Faith Lutheran Church
Seeds of Faith Early Learning Center
Council and Congregation
10395 University Avenue
Clive, IA 50325

ANNUAL AUDIT REPORT

With this report, the Audit Committee presents its audit of the financial books and record of Seeds of Faith Early Learning Center in Clive, Iowa for the period beginning July 1, 2022, and ending June 30, 2023. The audit committee members include Angie Sanders (Chair), Nathan Stone, and Bert Zimmerman. The basis of the audit was a 34 step, 27-page document titled Evangelical Lutheran Church in America, "Congregational Audit Guide". In some cases, the audit steps have been adapted as appropriate to Faith's operations.

AUDIT CONCLUSIONS

Based on the audit work performed, the books and records of Seeds of Faith Early Learning Center appear to be materially accurate and comply with the intent of categories defined by the Congregational Audit Guide.

This was not an audit as defined under generally accepted auditing standards (GAAS) and should not be construed as any form of a recognized standard report as outlined by any accounting body or authority.

Respectfully submitted,

Angie Sanders, Chair

NOMINATING COMMITTEE

Ann Drummond

2023-2024 Annual Report

The following are the Faith Nominating Committee's nominees for each open position. These members have accepted the nomination and await election by the congregation, where applicable.

ELECTED BY CONGREGATION

Council Vice President

Alex Marske

Treasurer

Brent Kell

Council Member At Large

Nate Booth

Voting Members of Synod Assembly

Jeff Westendorf

Carroll Nelson

APPOINTED BY THE COUNCIL

Audit Committee

Gabe Gulick

Endowment Committee

Ann Taylor

Nominating Committee

Michelle Zimmerman, Jerry Waage, Norene Hayes