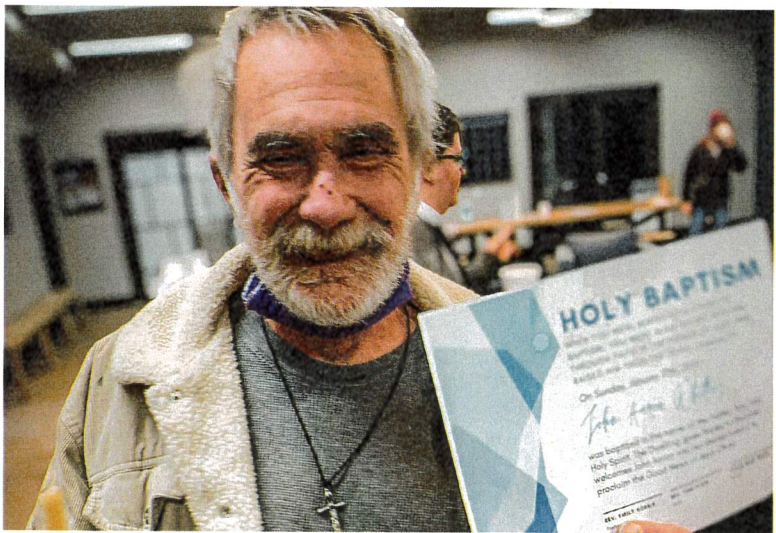
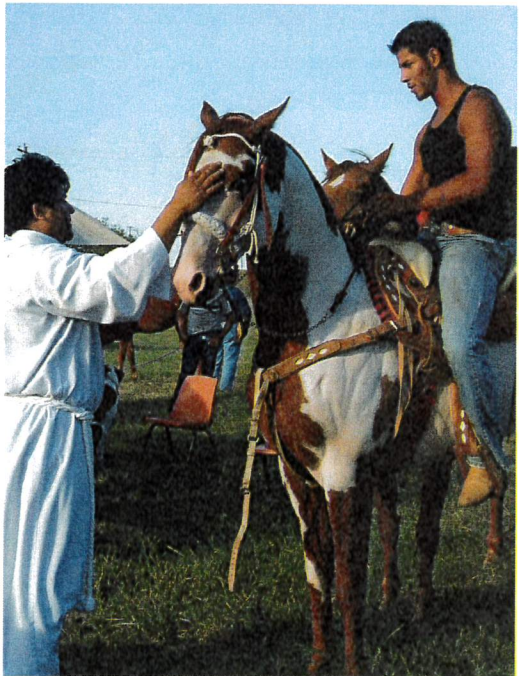


ANNUAL REPORT

2021



Evangelical Lutheran Church in America
God's work. Our hands.



A MESSAGE FROM ELCA PRESIDING BISHOP

*Elizabeth
Eaton*

Dear friends in Christ,

The last year has been one of adapting and learning. In many places we have seen vibrant and vital ministry spring forth from changes made due to the pandemic. Digital worship opportunities have introduced to our congregations people who may never have walked into one of our buildings. Many congregations have found new ways to invite people to share their generosity through online giving. And many ministries have found just how vital they are as they continue to serve alongside people in their communities.

The first chapter of James, verse 17, reminds us that "Every generous act of giving, with every perfect gift, is from above, coming down from the Father of lights, with whom there is no variation or shadow due to change." Yes, this has been a season of change, but Scripture also reminds us that we serve a generous, steadfast God.

While we stay rooted in God's enduring, unchanging promise, God also gives us the gifts of creativity and learning. Across all three expressions of the church we have used those gifts to serve God, love our neighbor and share the good news of Jesus Christ. In this time of change, we have opened our arms wider to meet people where they are, living into the reality that we are not defined or confined by the four walls of our buildings.

Through all this, I am so grateful for your generous sharing of creativity, time, talents and resources. All good gifts do come from God, and we are called to share and use those gifts. We have and will continue to answer that call. There is still much change and learning to come, but God's steadfast love energizes us for the work God is still doing in the world through this church.

Elizabeth A. Eaton

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

"Every generous act of giving, with every perfect gift, is from above, coming down from the Father of lights, with whom there is no variation or shadow due to change."

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Contact Us

Pastor	Rev. Dr. Douglas Peterson	doug@faithshelton.org	406-381-0885
Pastor of Spiritual Formation (staff)	Pr. Brenda Satrum	brenda@faithshelton.org	406-381-1919
Parish Ministries Coordinator	Emily Shane	emily@faithshelton.org	360-620-8131
Children and Youth Ministry	Mike Barnes	mike@faithshelton.org	
Grief Support Ministry	Terry Oliver	terryro@hcc.net	253-732-1869
Bookkeeper	Karyn Challender	flcsheltonbookkeeper@gmail.com	
Church Office		welcomehome@faithshelton.org	360-426-8611



facebook.com/faithlutheranshelton



search "Faith Shelton" on YouTube



@flcshelton



www.faithshelton.org



willpreachforfood.buzzsprout.com

Faith: Vision, Mission, and Values (2022)

Proposal to Council 1/17/2022

Motto:

Welcome Home:

It's GOOD to be home!

Vision:

Energized by God's amazing love,

Faith is a welcoming community:

growing closer to and more like Jesus;

making Christ known;

joyfully serving each other, our neighbors, and all God's creation.

Mission: Faith participates in God's mission through...

- Christ-centered worship and prayer (Romans 12:1)
- Radical hospitality (Luke 15:20)
- Serving neighbors, near and far (1 John 3:16-18; Matthew 25:40)
- Lifelong learning and discipleship (Ephesians 4:12-13)
- Generous living (2 Corinthians 9:11)
- Caring for creation (Genesis 2:15)
- Authentic witness and evangelism (Matthew 5:16; 28:19-20)

Values: As the people of Faith, we are guided by...

- Grace (Kindness, Compassion)
- Servant-mindedness
- Spiritual maturity and well-being
- Humility
- Joy
- Unity (in Christ) AND diversity (in people)

2022 Annual Meeting Agenda

**Faith Lutheran Church
Annual Congregational Meeting
January 30, 2022**

Call to Order	Andrea Miller, Council President
Opening Prayer	Rev. Dr. Douglas Peterson, Lead Pastor
Establish Quorum	Joan Detrick, Council Secretary
Approval of 2021 Annual Meeting Minutes	
2021 Financial Report	Eric Barkman, Council Treasurer
2022 Budget/Spending Plan	
Presentation of Proposed Mission/Vision Statement	Rev. Dr. Douglas Peterson
Explanation of Ballot and Voting Process	Andrea Miller
Special Recognition of the Faith Lutheran Church Women's Organization	
Recognition of Outgoing Council and Committee Members	
Benediction	Rev. Brenda Satrum, Formation Pastor
Adjournment	Eric Barkman, Council President Nominee

**Faith Lutheran Church
Annual Congregational Meeting
January 17, 2021
Minutes**

Call to Order: The meeting was called to order by President Andrea Miller at 10:08 a.m.

Opening Prayer: Rev. Dr. Doug Peterson, Pastor

Establish Quorum: The secretary confirmed that a required quorum of 60 (based on the new Constitution) had been exceeded: 34 in person and 51 via Zoom.

Approval of 2020 Minutes: The 2020 annual meeting minutes were approved by consensus.

Financial Report: Ken Kramer, Treasurer, presented the 2020 financial report. We ended the year with a positive cash flow of \$7,472. The current mortgage balance is \$145,361.60. The balance of Designated Funds is \$95,972.39.

2021 Budget: Ken Kramer, Treasurer, presented the proposed 2021 budget of \$411,400.00.

Explanation of Ballot and Voting Process: Andrea Miller, President, presented the ballot: 1 – Ratify the Constitution, 2 – Approve slate of Council Officers and Members at Large and other Committee Members, 3 – Approve call of Rev. Brenda Satrum as Associate Pastor, 4 – Approve the proposed 2021 Budget. She explained for those attending via Zoom, ballots may be dropped off at the church and placed in a secure ballot box, scanned and emailed, or call the church office and request a pick-up. Ballots must be signed to confirm attendance at the meeting and submitted by noon, Tuesday, January 19, 2021.

Recognition and Thanks: Andrea Miller thanked those completing terms of service – Joy Fulling, Jan List, Barby Pyle and Laury Thorson on Council; Ken Kramer, Treasurer; Kay Thykeson, Memorial Fund Committee. She also thanked the 2020 Nominating Committee: Joan Detrick, Beth Grauer, Jan List, Laury Thorson and Pastor Doug Peterson.

Voting Term: Astrid Pearson moved the voting term begin immediately, 10:37 a.m., and extend until noon Tuesday, January 19, 2021. Bob Stone seconded the motion; motion approved.

Benediction: Rev. Dr. Doug Peterson, Pastor

Adjournment: Jan List moved the meeting be adjourned; Toni Herrera seconded. The meeting was adjourned at 10:41 a.m.

Respectfully submitted,



Joan Detrick, Secretary

Faith Lutheran Parochial Report, 12/31/2021

Membership

Baptized Members:	439	(12/31/2020: 450)
Confirmed Members:	401	(12/31/2020: 415)
Active Membership:	290	(12/31/2020: 315)

Pastoral Acts

Baptisms (Children):	4	Amelia Belle Quigley Aarica Owens Aamira Owens Ophelia Ann-Marie Busenitz
Baptisms (Adult):	3	James "Jimmy" Rodriguez Chase Alexander Busenitz Alexandra Marie Lafave
Confirmations:	0	
Weddings:	2	Christopher and Shaye Frost (Kane) Joshua and Megan Tribble (Armes)
Member Deaths:	5	Eva Hobbs Shirley Grover Walter Bjornstedt Charles Nesmith Barbara Kaatari



Congregation: Faith Shelton WA 98584

Southwestern Washington Synod Conference: South Sound

Year Organized: 1949

From 2013 to 2020	2013	2014	2015	2016	2017	2018	2019	2020	%Chg (13-20)
Baptized Membership	547	556	556	564	473	475	478	450	-17.7%
Members Received By:									
a. Baptism: Children	8	3	5	2	14	1	5	2	
b. Baptism: Adults	0	1	1	2	2	1	2	0	
c. Affirmation of Faith	0	12	12	12	3	0	0	0	
d. Transfer	11	1	9	1	1	13	10	0	
e. Other & Stat. Adjustment	0	0	0	0	0	0	0	0	
Total Members Received	19	17	27	17	20	15	17	2	
Members Removed By:									
a. Death	8	8	7	9	4	7	8	5	
b. Transfer	5	4	3	0	5	6	6	0	
c. Other & Stat. Adjustment	21	0	17	0	102	0	0	25	
Total Members Removed	34	12	27	9	111	13	14	30	
Membership Change	-15	5	0	8	-91	2	3	-28	
Baptized Youth Confirmed	6	1	1	4	3	1	0	1	
Confirmed Membership	408	424	436	442	427	475	478	415	1.7%
Average Worship Attendance	212	215	208	216	192	170	165	200	Online Onsite [5]
Percent Attending Worship [1]	38.8 %	38.7 %	37.4 %	38.3 %	40.6 %	35.8 %	34.5 %		



From 2013 to 2020	2013	2014	2015	2016 [2]	2017	2018	2019	2020	%Chg (13-20)
African American/Black	0	0	0	0	0	0	0	0	
African National/African Caribbean	0	1	2	2	1	0	0	0	
Asian/Pacific Islander	3	3	2	2	3	0	0	0	
Latino/Hispanic	4	1	2	2	0	0	0	0	
American Indian/Alaska Native	2	1	1	1	4	0	8	5	
Arab/Middle Eastern	0	0	0	0	0	0	0	0	
Multiracial	1	0	20	20	0	0	0	0	
White	537	514	529	529	490	475	470	330	
Other (not available for 2019-2020)	0	0	0	0	0	0	0	0	
Total Number of Active Participants	547	520	556	556	498	475	478	335	

Racial/Ethnic Composition - Congregations filing in 2013 to 2020 show Active Participants. **This data is collected to measure the ELCA'S progress in becoming more diverse.**

Regular Giving Per Confirmed Member	1,067.59	1,048.33	1,020.85	957.80	929.26	867.18	815.10	958.53	-10.2%
Regular Giving by Members	435,575	444,493	445,090	423,347	396,796	411,910	389,620	397,789	-8.7%
Regular Giving by Members in 2013 dollars	435,575	439,092	437,177	413,263	388,521	406,785	389,153	391,448	-10.1%
Designated Giving by Members	44,706	111,103	149,973	110,430	230,246	167,719	111,680	24,436	-45.3%
Grants & Partnership Support	0	0	0	0	0	0	5,637	0	0.0%
Total Receipts [3]	530,851	606,578	597,048	533,777	627,042	583,386	511,330	422,624	-20.4%
Current Operating Expenses	404,133	416,339	388,372	447,877	401,813	320,860	319,963	293,258	-27.4%
Payments on Debts	36,974	38,297	17,746	15,857	39,836	69,885	86,242	55,601	50.4%
Total Disbursements [3]	542,758	548,715	528,013	516,532	486,251	669,263	486,062	390,527	-28.0%
Mission Support	40,069	41,200	36,854	34,294	32,142	33,591	39,454	37,068	-7.5%
Mission Support as % of Current Operating Expenses, Debt, Expenses & Mission Support [4]	8.3%	8.3%	8.3%	6.9%	6.8%	7.9%	8.9%	9.6%	
Mission Support as % of Regular Giving [4]	9.2%	9.3%	8.3%	8.1%	8.1%	8.2%	10.1%	9.3%	
All other benevolence (non-mission support)	11,582	24,972	85,041	18,504	12,460	6,530	4,400	4,600	-60.3%
Mission Support as % of total benevolence.	77.6%	62.3%	30.2%	65.0%	72.1%	83.7%	90.0%	89.0%	

2022 Proposed Spending Plan

GL Accounts	2021 Actual	2022 Budget
4100 Contributions		
4101 Nondesignated Contributions	\$ 367,883.91	\$ 413,664.00
4102 Facility Rental	\$ 675.00	\$ 5,000.00
4103 Non-ELCA General Funds	\$ -	\$ -
4104 Non-ELCA Thrivent Choice	\$ 2,590.00	\$ 3,000.00
4105 Mortgage Principal	\$ 51,552.00	
4200 Interest Income (Bank)	\$ 1,068.69	\$ 350.00
Contributions Total	\$ 423,769.60	\$ 422,014.00
5100 Payroll Expenses		
5101 Pastor		
5101.1 Pastor Salaries	\$ 102,680.96	\$ 99,625.00
5101.2 Pastor Housing	\$ 24,000.00	\$ 24,000.00
5101.3 Pastor Health Insurance	\$ 22,445.52	\$ 24,476.00
5101.4 Pastor Retirement	\$ 11,903.06	\$ 12,363.00
5101.5 Pastor Continuing Education	\$ 1,423.53	\$ 1,500.00
5101.6 Pastor Mileage/Travel	\$ -	\$ 1,500.00
5101.7 Board of Pension/Retiree	\$ 833.30	\$ -
5102 Youth Director		
5102.1 Youth Director Salary	\$ -	\$ 56,000.00
5102.2 Youth Director Benefits	\$ -	\$ 10,000.00
5102.3 Youth Director Continuing Education	\$ -	\$ 1,000.00
5102.4 Youth Director Mileage Travel	\$ -	\$ 500.00
5103 Admin		
5103.1 Bookkeeper Salary	\$ 7,050.75	\$ 8,000.00
5103.2 Media & Communication Salary	\$ 17,891.40	\$ 5,000.00
5103.3 Visitation Pastor Salary	\$ 5,500.00	\$ 6,000.00
5103.4 Misc Staff Salary	\$ 1,188.75	
5104 Payroll Taxes		
5104.1 Employer Taxes - FICA	\$ 2,649.28	\$ 5,300.00
5104.2 Employer Taxes - L&I	\$ 1,367.68	\$ 1,500.00
Payroll Expenses Totals	\$ 198,934.23	\$ 256,764.00
5200 Contract Services		
5201 Custodial	\$ 1,850.00	\$ 6,000.00
5202 Landscaping	\$ -	\$ 5,000.00
5203 Organist	\$ 6,970.00	\$ 8,000.00
5204 Worship Techs	\$ -	\$ 2,000.00
5205 Other Musicians	\$ -	\$ -
5206 Visiting Clergy	\$ 200.00	\$ -
5207 Other Contracts	\$ 2,500.00	\$ -
Contract Services Totals	\$ 11,520.00	\$ 21,000.00
5300 Benevolences		
5301 Synod/Elca	\$ 36,788.00	\$ 41,000.00
5302 Living Stones	\$ 2,400.00	\$ 1,200.00
5303 Community Lifeline	\$ 1,000.00	\$ 1,200.00
5305 PLU	\$ 1,000.00	\$ 1,000.00
5306 Other Benevolence	\$ -	\$ -
Benevolences Totals	\$ 41,188.00	\$ 44,400.00

2022 Proposed Spending Plan

GL Accounts	2021 Actual	2022 Budget
5500 General Expenses		
5501 Advertising & Media	\$ 1,468.19	\$ 1,500.00
5502 Altar Guild	\$ 2,910.78	\$ 2,000.00
5503 Worship Copyrights & Licensing	\$ 1,031.64	\$ 1,000.00
5504 Food & Hospitality	\$ -	\$ 500.00
5505 Hospitality Equipment	\$ -	\$ -
5506 Kitchen Supplies	\$ 303.26	\$ 500.00
5507 Office Equipment & Computers	\$ 4,973.51	\$ 6,000.00
5508 Office Supplies	\$ 5,098.79	\$ 2,000.00
5509 Office Software & Licenses	\$ 1,883.87	\$ 1,500.00
5510 Postage & Publications	\$ 968.98	\$ 1,200.00
5511 Worship Equipment/Technology	\$ 550.00	\$ 500.00
5512 Worship Instruments	\$ -	\$ -
5513 Worship Projects	\$ -	\$ -
General Expenses Totals	\$ 19,189.02	\$ 16,700.00
5600 Faith Education		
5601 Adult Education	\$ 1,608.95	\$ 1,500.00
5602 Youth Education	\$ 402.03	\$ 1,000.00
5603 Family Education	\$ 205.56	\$ 1,000.00
5604 Nursery/Childcare	\$ -	\$ 500.00
5605 Grief & Support Education	\$ -	\$ -
5606 Equipment/Technology Education	\$ 2,259.23	\$ -
Faith Education Totals	\$ 4,475.77	\$ 4,000.00
5800 Building & Grounds		
5801 Building Maintenance & Repairs	\$ 4,154.22	\$ 2,000.00
5802 Custodial Supplies	\$ 1,840.12	\$ 500.00
5803 Alarm Monitoring & Security	\$ 233.25	\$ 1,500.00
5804 Equipment Repairs & Maintenance	\$ 6,542.15	\$ 2,500.00
5807 Landscaping Expense	\$ 2,720.00	\$ 500.00
Building & Grounds Totals	\$ 15,489.74	\$ 7,000.00
6100 Financial Expenses		
6101 Insurance	\$ 9,227.56	\$ 9,000.00
6102 Mortgage Interest Expense	\$ 7,280.80	\$ 6,000.00
6103 Banking Fees & Charges	\$ -	\$ -
6104 Payroll Fees	\$ 199.38	\$ 250.00
6105 Dues & Fees	\$ 47.25	\$ 100.00
6107 Merchant Fees	\$ 1,513.32	\$ 1,500.00
Financial Expenses Total	\$ 18,268.31	\$ 16,850.00
6300 Utilities		
6301 Electricity	\$ 5,154.23	\$ 5,000.00
6302 Natural Gas	\$ 2,992.91	\$ 3,500.00
6303 Water/Sewer/Garbage	\$ 8,090.24	\$ 7,500.00
6304 Telephone	\$ 1,127.27	\$ 1,200.00
6305 Internet	\$ 1,039.73	\$ 1,200.00
Utilities Totals	\$ 18,404.38	\$ 18,400.00
6900 Reserve Transfers		
6901 Pastor's Discretion (405)	\$ 999.97	\$ -
6902 Children & Youth (202)	\$ 1,200.00	\$ -

2022 Proposed Spending Plan

GL Accounts	2021 Actual	2022 Budget
6903 Community Ministries (400)	\$ 3,000.00	\$ 3,000.00
6904 Non-Local Ministries (404)	\$ 1,200.00	\$ -
6905 Building Projects (301)	\$ 9,000.00	\$ 6,000.00
Reserve Transfer Totals	\$ 15,399.97	\$ 9,000.00

Mortgage Principal		
Regular Mortgage Principal Payments	\$ 26,955.20	\$ 27,900.00
Additional Mortgage Principal Payments	\$ 51,552.00	
Mortgage Principal Totals	\$ 78,507.20	\$ 27,900.00

Total Expenses	\$ 342,869.42	\$ 394,114.00
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Net Income	\$ 80,900.18	\$ 27,900.00
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Net Cash Flow (includes regular mortgage payment)	\$ 2,392.98	\$ -
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Faith Lutheran Church
Balance Sheet
As of December 31, 2021

Dec 31, 21

ASSETS

Current Assets

Checking/Savings

1100 · Banking

1105 · Checking - Columbia Bank 41,777.49

1106 · Money Market-Columbia Bank 115,873.54

1107 · Thrivent Money Market 9,718.34

Total 1100 · Banking 167,369.37

1109 · Endowment Funds

1109.1 · Endowment-OCCU Savings 16,867.26

1109.2 · Endowment-OCCU CD (6 month) 11,539.20

1109.3 · Endowment-OCCU CD (2 Year) 22,500.00

Total 1109 · Endowment Funds 50,906.46

Total Checking/Savings

218,275.83

Other Current Assets

1400 · Edward Jones

16,907.65

Total Other Current Assets

16,907.65

Total Current Assets

235,183.48

Fixed Assets

1500 · Building

2,061,242.67

1501 · Furniture & Equipment

9,677.33

Total Fixed Assets

2,070,920.00

TOTAL ASSETS

2,306,103.48

LIABILITIES & EQUITY

Liabilities

Current Liabilities

Credit Cards

2100 · Columbia Bank Credit Card

603.14

Total Credit Cards

603.14

Other Current Liabilities

2200 · Payroll Liabilities

2203 · Washington Family Leave 94.21

2205 · L&I Liability 283.90

Total 2200 · Payroll Liabilities 378.11

Total Other Current Liabilities

378.11

Total Current Liabilities

981.25

Long Term Liabilities

2500 · Thrivent Mortgage

66,853.28

Total Long Term Liabilities

66,853.28

Total Liabilities

67,834.53

Equity

3000 · Opening Balance Equity 1,571,499.89

3100 · Retained Earnings 515,177.92

3200 · Unrestricted Net Assets 52,839.10

Net Income 98,752.04

Total Equity

2,238,268.95

TOTAL LIABILITIES & EQUITY

2,306,103.48

Faith Lutheran Church
Profit & Loss Budget Performance

December 2021

	Dec 21	Jan - Dec 21	Annual Budget
Ordinary Income/Expense			
Income			
4100 · Contributions	54,510.45	422,700.91	410,900.00
4200 · Interest Income (Bank)	0.00	331.64	500.00
Total Income	54,510.45	423,032.55	411,400.00
Gross Profit	54,510.45	423,032.55	411,400.00
Expense			
5100 · Payroll Expenses	15,665.34	198,631.23	223,245.00
5300 · Benevolences	3,625.00	41,188.00	43,690.00
5400 · Outside Services (non-employee)	840.00	9,670.00	11,060.00
5500 · General Expenses	834.75	21,201.25	20,450.00
5600 · Ministry Expenses	216.34	2,766.54	3,850.00
5800 · Maintenance & Repairs	2,938.98	17,339.74	15,000.00
6000 · Travel Expenses	-36.75	0.00	2,000.00
6100 · Financial Expenses	1,566.68	18,268.31	19,590.00
6300 · Utilities	1,858.42	18,404.38	22,000.00
6900 · Reserve Transfer Payment	1,283.33	15,399.97	15,400.00
Total Expense	28,792.09	342,869.42	376,285.00
Net Ordinary Income	25,718.36	80,163.13	35,115.00
Net Income	25,718.36	80,163.13	35,115.00

	Dec 21	YTD 2021	Annual
Mortgage Principal Payments	22,082.12	78,507.20	35,115.00
Total Expenses plus Mortg. Principal	50,874.21	421,376.62	411,400.00
Net Cashflow in General Fund**	3,636.24	1,655.93	

balance month over month is directly affected by charges

Faith Lutheran Church
Profit & Loss Budget Performance
 December 2021

	% of Budget
Ordinary Income/Expense	
Income	
4100 · Contributions	102.9%
4200 · Interest Income (Bank)	66.3%
Total Income	102.8%
Gross Profit	102.8%
Expense	
5100 · Payroll Expenses	89.0%
5300 · Benevolences	94.3%
5400 · Outside Services (non-employee)	87.4%
5500 · General Expenses	103.7%
5600 · Ministry Expenses	71.9%
5800 · Maintenance & Repairs	115.6%
6000 · Travel Expenses	0.0%
6100 · Financial Expenses	93.3%
6300 · Utilities	83.7%
6900 · Reserve Transfer Payment	100.0%
Total Expense	91.1%
Net Ordinary Income	228.3%
Net Income	228.3%

	of Budget
Mortgage Principal Payments	223.57%
Total Expenses plus Mortg. Principal	102.43%
Net Cashflow in General Fund**	

balance month over month is directly affected by charges

**Faith Lutheran Church
Designated Summary**

December 2021

Designated Funds	12/31/2020 Balance	Additions	Deductions	Ending Balance
102 Endowment	\$ -	\$ 50,906.46	\$ -	\$ 50,906.46
202 Youth Group	\$ 11,977.71	\$ 11,600.00	\$ 1,470.00	\$ 22,107.71
301 Building Projects	\$ 42,034.89	\$ 10,148.00	\$ 12,078.01	\$ 40,104.88
302 Maintenance (Organ)	\$ 2,990.06	\$ -	\$ -	\$ 2,990.06
400 Community Ministries	\$ 902.68	\$ 5,822.42	\$ 5,729.40	\$ 995.70
401 Dominican Schools	\$ 4,530.00	\$ 7,785.00	\$ 4,500.00	\$ 7,815.00
402 Memorials	\$ 9,786.15	\$ 455.00	\$ -	\$ 10,241.15
403 Missions	\$ 6,052.67	\$ 320.00	\$ -	\$ 6,372.67
404 Non-Local Ministries	\$ 4,717.26	\$ 1,220.00	\$ 666.72	\$ 5,270.54
405 Pastor Discretion	\$ 2,278.84	\$ 6,019.97	\$ 3,597.61	\$ 4,701.20
406 Scholarship	\$ 1,156.00	\$ -	\$ -	\$ 1,156.00
408 Stewardship Dinner	\$ 404.16	\$ -	\$ -	\$ 404.16
409 Waves of Change	\$ 367.48	\$ 4,238.53	\$ -	\$ 4,606.01
500 Faith Acts	\$ 8,774.49	\$ -	\$ -	\$ 8,774.49

Totals	\$ 166,446.03
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Council and Staff Reports

Council President's Report

Dear Faith Lutheran Members-

I am so grateful for the opportunity to serve as council president for the past two years. It was a longer commitment than I anticipated but I enjoyed serving our congregation and have learned a lot in the process. I continue to be amazed and grateful to the people of Faith Lutheran for always being supportive of one another, the local community, and the world. As the pandemic continued this year many of our plans continued to be on hold. But we, as a congregation, continued to be successful in meeting the needs of our church and our neighbors.

The finances of the church remained strong throughout the year due to the continued generous giving of the congregation and the frugal management by the staff. Because of this careful stewardship, the council was not called on to make difficult decisions regarding meeting our financial obligations. We ended the year with a positive cash flow and with expenses more than 10% under what had been budgeted.

The council was particularly focused this year on continuing the work of learning how a non-profit church board can best function. We spent time at each council meeting discussing a chapter from the book *The Corporate Person* by Harold Everson. We concluded by holding a council retreat in August where we developed an initial draft of our congregational mission, vision, and values. The final document before you today is the culmination of a year-long process to answer the question, "Who are we and what do we value as a congregation?"

The council and finance committee also worked prayerfully and diligently to revise the draft budget for this coming year to streamline the process and bring it in line with our actual spending. The finance and audit committees have also worked with the staff to implement the recommendations from the audit conducted last year in order to safeguard our financial management processes.

The council finished the year with the decision to expand our staffing and ministry to hire Mike Barnes as the Director of Children and Family Ministries. This was also the culmination of a many months long process of prayerful discussion about the needs of the congregation and the ability of the congregation to pay for a new staffing position. We are grateful to have found Mike in the hiring process and look forward to having him join our congregation.

Thank you to all the ministries of Faith for your work behind the scenes to keep things going this year as we continued to find our way through this pandemic. The members of Faith continue to be as loving and supportive of each other and their neighbor as they ever were.

It has been a privilege to serve you these past two years as the council president. Thank you!

-Andrea Miller

Pastor's Report

January 3, 2022

In 2021, Faith became a truly "hybrid" church. Our weekly worship includes people on site, as well as participants worshipping from their homes as far away as Minnesota, Arizona, and Montana. Livestreaming, Zoom, and podcasts are now just as much a part of our community life as coffee, newsletters, and choirs.

Throughout the pandemic, Faith has practiced and promoted unity, compassion, civility, and kindness. We have encouraged vaccinations and practiced masking and social distancing. Faith shows respect and consideration to friends and family who are worried about the virus; tolerance and patience towards friends and family who worry about the government.

We have shown courage and faithfulness in our commitment to our mission and worship life. Except for six weeks way back at the very beginning of the pandemic in 2020, Faith has gathered for worship (in person and online) on a weekly basis. This fall we were able to return to a more "normal" Sunday morning of both a traditional worship setting (9am) and contemporary service (11am), with Adult Sunday School in between. I am grateful for the worship leadership of both staff and volunteers, including Janna Wood, Pete and Janna Gedde, Cindy Mortensen, Emily Shane, Connie Himlie, Darcy Eliason, Pastor Brenda, Barbie Nesmith, Terri Gedde, Gary and Laury Thorson, Craig Brown, Eric Beeson, Bob Stone, Kenny Zacharias, and the Miller and Barkman families.

We continue to study God's word and God's world, as well. As a congregation, we reviewed the Ten Commandments and renewed our commitment to be obedient to the will and nature of God as revealed in Christ Jesus. Revs. Tyger and Todd Penson have led the Sunday morning Adult Education class this fall. Terry Oliver has shepherded several GriefShare and grief recovery groups. Rev. Brenda Satrum has spearheaded confirmation ministries and spiritual formation small groups. Bob Heisleman and a handful of men of Faith gather weekly for prayer and study. My weekly Zoom group has studied Genesis, Exodus, The Ten Commandments, Ephesians, the Creed, and now, the gospel of Luke.

The world is shifting and re-orienting itself. So is the Church. So is Faith. We have a greater proportion of women in leadership and ministry than ever, even as the FLC Women's organization has chosen to disband after decades of service and fellowship. Faith will carry on their/our commitment to foster community and raise funds for youth, social ministry, and special projects at Faith. The Sewing Saints keep on sewing, and new groups for the women of Faith will emerge in the coming months.

Our ministry to and with children and youth is also at a crossroads. The pandemic has hit young families hardest of all. Traditional programming and Sunday School has been all but impossible to provide and promote. I am grateful for Emily Shane's work with our high school kids. Three of them—Anna, Noah, and Jacob—were part of a team of twelve from Faith who traveled to Costa Rica to serve Nicaraguan refugees with an organization called Corner of Love. Pastor Brenda

teamed up with Sue Barnard and Linda Cargill this fall to resume a weekly youth group and confirmation class on Wednesday nights.

The congregation has made youth and family ministry a priority in 2022, and Faith welcomes Mike Barnes (and his wife, Beth) to the staff as our new full-time Director of Children and Youth Ministries. In this changing and shifting time, we don't know what "success" will look like. But we move forward in faith and confidence in the leadership and love of the Holy Spirit.

Meanwhile, the people of Faith continue to serve neighbors near and far. Throughout the pandemic, the Sandwich Club *never missed a week* of making hundreds of sandwiches every Tuesday morning for hungry clients of Community Lifeline. Faith's own Chriss Brickert now serves as the Board Chair of Community Lifeline, taking over the mantle of another Faith member, Bert Pedersen. At Community Lifeline, Faith provides community meals two nights a month. Other local ministry partners include Living Stones Prison Congregation, Saints' Pantry, Shelton Schools, Kids Cove Preschool, Twelve-step groups, Brighter Days, South Sound Quilters, and CIELO.

Globally, Faith contributes quilts and school kits to Lutheran World Relief. Waves of Change provides funding for local and global clean water projects. Faith supports synodical, national, and global relief efforts through our tithing to the Evangelical Lutheran Church in America (ELCA). John and Penny Mee coordinate a scholarship program for children in the Dominican Republic. We're planning another Corner of Love mission trip in 2022. We support Lutheran Outdoor Ministries and Young Adults in Global Mission.

Another sign of God's mercy and provision: the people of Faith have remained strong in their financial support for the mission and vision of Faith. We have once again kept up with general expenses. We have ALSO reduced our indebtedness by over \$78,000, leaving us with less than \$67,000 remaining on our mortgage. This is nothing short of miraculous, folks. Well done! And praise the Lord!

Finally, on a personal note, I am grateful to God for family and good health (except for a nasty bout with a stomach bug I picked up in Costa Rica). My parents survived their health crises this summer and are (nearly) back to their old selves. Our son, Ben, begins 2022 in Spokane, to be a student teacher, completing his Elementary Education degree requirements this spring. Hannah has spent most of 2021 stationed in South Korea as an officer with the Army. Brenda remains my faithful, kind, and beautiful wife and friend.

As for 2022, I think last year taught us (again) not to take anything for granted. Things will never get "back to normal." And mostly, that's okay. In all circumstances, let's continue to be kind, promote unity, live generously, and practice compassion. In this way, we will make Jesus Christ known, growing closer to and more like Him, for the sake of the world, to the glory of God.

-Rev. Dr. Douglas Peterson

Pastor of Spiritual Formation's Report

Thank you so much for the opportunity to connect with God and so many of you in our shared pursuit of Christlike and Spirit-led lives!

Connecting with God and each other has been the focus of Faith's spiritual formation work in 2021. We hosted online conversations about antiracism, everyday spirituality, and young-adulthood. Pastor Doug leads nourishing weekly Bible studies. Todd and Tyger Penson have hosted "Backstory of Our Faith" this fall, and will continue in February. Faith's summer mission trip to Corner of Love, Costa Rica, broadened and deepened faith for several Faith families and opened what we hope is a long relationship.

Families connected over the summer for fun, and gather weekly through the WOW! (Weekly on Wednesdays) confirmation/middle school program: we enjoy food, fun, friendship and faith-filled learning. WOW! has been my primary focus this fall, supported by Linda Cargill and Sue Barnard (THANK YOU BOTH!). I'm excited that Mike Barnes will support our current participants and welcome more.

Finally, the council's ongoing work toward refreshed Values, Vision, and Mission is providing focus and energy for a comprehensive program to grow Christlike strength and health among members and friends of FLC: *Emotionally Healthy Discipleship*. Keep an eye out for our pilot program in March.

-Pastor Brenda Satrum

Committee Reports

Endowment Committee Report

The Endowment Fund of Faith Lutheran Church was established to receive gifts that are endowed (Principal remains in the fund) to provide support the ministry of Faith Lutheran Church.

In 2020, the committee offered scholarships to graduating seniors from Faith as well as continuing students. One scholarship application was received and a scholarship was provided to:

Joel Barkman – Pacific Lutheran University

The Endowment Fund has two CD's worth: a total of \$34,039.20 as well as a checking account of \$16,867.

The Endowment Committee consists of five members of Faith Lutheran Church.

The members are:

Randy Grauer

Larry Johnson

Mike Leitch

Ron McMullen

Val Paulson

Memorial Fund Committee Report

The Memorial Committee had a request for use of funds. A phone call was made to each member to get their view of use of funds.

Thank yous were sent for memorial fund donations.

Yvonne McMullen

Property and Maintenance Committee Report

Thanks to all serving on this committee!

Most of the maintenance during the last year consisted of minor repairs done by various congregation members, it helps to have a great bunch of folks to call on!

A few of the larger projects completed or in the progress this year:

- Completion of lighting in the 3-door room.
- Replacement of the main hot water heater.
- Initial explorations on roof replacement for the kitchen end of the church.
- The replacement of three toilet flush assemblies (under recall from manufacture).

In progress:

- Repair of heating and cooling units, located on the flat roof.

If there are any concerns for property/maintenance committee that need addressing, please contact the office, Terry Ray or Pastor Doug.

If anyone has an interest in joining the property/maintenance committee let Pastor Doug know or send me an e-mail (terrytotem@comcast.net).

For the Committee,

Terry Ray

Ministry Reports

Lutheran World Relief of Faith Lutheran Church

This year has been a continuation of the Covid pandemic. Therefore, Sewing Saints did not meet as a group until the fall; however, many people continued to prepare items at home for Lutheran World Relief.

We made quilts in memory of members and special friends of Faith and those for whom our pastors gave memorial services who passed away this year. These were in memory of B. J. Bjornstedt, Jason Davis, Shirley Grover, Eva Hobbs, Barbara Kaattati, Chuck Nesmith, Bob Puhn, and John Torvik. These quilts, along with others the quilters made, were sent on to Lutheran World Relief.

The total items we sent to Lutheran World Relief this year included 34 quilts, 59 school kits, 13 personal care kits, and 52 baby kits. We drive these to an ingathering in Seattle where they are loaded into large semi-truck trailers. These then are taken to Baltimore, Maryland where they are stored in a huge warehouse and then the supplies are sent throughout the world as needed after disasters or areas of extreme poverty. We also gave two quilts for new local households of Habitat for Humanity.

Our income this year included donations from the Faith Lutheran Church Women, individual congregation members, and a donation from the church for some of our supplies for the school kits and baby care kits that the congregation helped put together on the God's Work, Our Hands Sunday. Our expenses were for the supplies and shipping for the kits and quilts.

Thanks to all of you who provided material and financial help and the labor necessary to make all of these quilts and kits. These are greatly appreciated by the recipients who are in great need throughout the world.

Respectfully submitted,

Karen Skare

Prayer Shawl Ministry

During 2021 it was recorded that 45 prayer shawls and lap robes were given out from our church. We are especially grateful for the people who continue to make the shawls and robes. The baskets of shawls that that been blessed are in the narthex of the church.

Donna Pedersen

FLC Women Final Report

With much apprehension and sadness this will be the final report associated with the Faith Lutheran Church Women's Group.

Having been virtually in lock down for the past two years, because of Health mandates and Covid-19, the FLCW Council took a leap of faith and resumed the annual rummage sale and Holiday on Main Street Bazaar in 2021.

Highlights of the past year:

Because of health mandates memorial receptions were either postponed or held to a minimum.

The rummage sale held in August this year was very successful. Under the leadership of Joan Detrick and with the help throughout the year from Barb Nesmith, Richard Ross and volunteers FLCW earned \$2307.45

While we were hard at work getting ready for the "Holiday on Main Street Bazaar", a decision was made by the FLCW Council to suspend active meetings effective December 2021.

The Bazaar event on November 6th, under the chairmanship of Emily Frost and supported by the entire congregation earned \$8320.63. This success allowed us to fulfill our commitment to the following:

Shelton High School for Homeless Students under the direction of Donna Wardin, FLC Youth, Community Lifeline, Olympic College Betty Wolfe Foundation, Sound Learning, Saint's Pantry, Hood Canal Food Bank, Matlock Food Bank, North Mason Food Bank, Pioneer Food Bank, FLC Sewing Saints, Turning Point, SW WA SWO WELCA, WELCA Katies Fund, WELCA Thank Offering. For a total disbursement of \$11,700.

After our account is closed and reconciled we will donate the balance to Faith Lutheran Church General Fund.

As we close this chapter of FLCW we look forward to new ministries as the church changes and grows.

Thanking God for his many blessings over the years, I remain.

Jackie Sanderson, FLCW Treasurer 2021

Waves of Change

Spare Change Changes Lives

Through the end of 2021, the Waves of Change ministry of Faith Lutheran Church has raised a total of over \$41,000! This ministry began in March of 2014 and has the purpose to raise funds through monthly offerings of 'spare change'. The proceeds are distributed to organizations that provide material, support and equipment to provide clean water to third world countries.

Additionally, support is provided to parts of our country that have experienced natural disasters and are in need of drinking water. Thirdly, support is given to organizations who provide efforts to support the clean water in our region.

In 2020, funds were distributed to the following organization:

Lutheran World Relief, Friendly Water for the World, El Porvenir, Lutheran Disaster Response, South Sound Estuary, and the Capital Land Trust.

It is with pride that the Waves of Change steering committee is able to distribute these funds on behalf of you, the members Faith Lutheran Church.

Thank you for your generous support through your "Spare Change". You truly change the lives of many.

The Waves of Change Steering Committee members are:

Laura Van Etten, Herb Cargill, Mike Leitch, Larry Johnson

Dominican Republic School Ministry

2021 has been a challenging year for our school children in Las Terrenas; however, an extremely successful year.

Our prime focus is the Dominican Joe's school which support pre-school through high school and limited college support for graduates. The Dominican Joe school facility was rebuilt on a new property. In-class learning was resumed. A sports program was initiated. The destruction of a classroom was adjusted for and being rebuilt. Classroom fans which were stolen have been replaced. With all the challenges the school is operating at near capacity.

Our secondary focus is the Los Ninos Del Reino School which continues to operate in a single room above a church with grades k – fourth divided by curtains. Due to issues with the lack of nourishment among these children a free lunch program was instituted. Our strategy is to move students into the more advanced Dominican Joe's once these extremely poor children enter 5th grade.

This year's funding drive was very successful. During the 2021-2022 school year you will be sponsoring 18 students at Dominican Joe's and 5 students at Los Ninos Del Reino. As a result of the Our Hands, God's Work event, you were able to provide a number of raincoats and umbrellas to the students at Dominican Joe's. A small (self-funded) team is traveling to Las Terrenas to utilize available funds to install some playground equipment, provide schoolbooks as well as other yet to be defined needs.

In summary over the past 3 years of ministry the people of Faith Lutheran Church have donated approximately \$16,950. This demonstration of loving our fellowman is also an investment in the fight against poverty.

We are so grateful to the people at Faith Lutheran Church in their support of this ministry. Please pray for God's protection on the Children of Las Terrenas and for us as we travel during these uncertain times.

John and Penny Mee



Living Stones Prison Congregation
2022 Annual Report to Faith Lutheran Church

Greetings and blessings in the name of Christ!

Despite the challenges and frustrations of 2021 (and 2020!), Living Stones enters the new year with a bright and promising future ahead of ourselves.

Overall:

- I'm pleased to relate that we ended 2021 in the fiscal black – a far cry from where we feared we'd be at the pandemic's start! A huge thank you to everyone who has contributed to our sustainability: we quite literally can't do this work without you.
- Between in-person, prerecorded, and livestreamed worship services, I've been blessed to continue to speak and preach around the state (and even, at times, the country!). As we transition back into in-person worship for most of our congregations, I anticipate those requests will continue to come in.
- Our website received some much-needed TLC during the past year: check out livingstonespc.org for the latest happenings as well as easy links for electronic donations.

Shelton:

- With rare exception, for the duration of the pandemic we have been blessed to serve as one of the only outside organizations still approved to minister within WCC. Currently, that takes the form of a triad of midweek worship services that I lead with 40-55 attendees in total.
- While we are still unable to gather with outside visitors (or our own volunteers, for that matter), we've been able to send in weekly newsletters for the benefit of the men (if you'd be interested in submitting something for this ongoing project, please email sandi@livingstonespc.org – we can always use the help!).
- With volunteers set to return to the prison this year, we are looking for additional "red badge volunteers" to bring onboard. Use the above email address for more information about what's involved (or ask Pastor Doug or Astrid Pearson – they both have their badges!)

Monroe:

- We are on the verge of starting our new second site at the prison in Monroe! Plenty of obstacles have attempted to slow us down along the way, but at this point I expect to begin a regular presence there sometime in February 2022.

*Blessings,
Pr. Chad*

Grief Support Ministry

Looking back we can see the providence of God in the planning and formation of a grief support ministry at Faith Lutheran in the early winter months of 2019-20. The first program of grief recovery we offered was GriefShare, a 13 week series that had been used in churches around the world for over 20 years to help with the loss of a loved one.

GriefShare offered a turn-key type approach with videos, workbooks, and small group format to teach about the dynamics of grief.

When we began in January of 2020 we had no idea about what would soon be forthcoming. It was only two months later when the Covid-19 Pandemic came on the stage. Subsequently, a global tsunami of death, destruction, and dislocation brought loss and grief everywhere in its wake. We began to realize in the midstream of that first series to adapt to a new world with social distancing, and Zoom meetings. All the while it became vividly apparent that grief and loss were all over the landscape around us. This ministry was, and is, critically needed!

After three series of GriefShare, culminating in the spring of 2021, we felt it was time to switch gears to an approach to grief that embraces the many faces of loss in our current world. Doris and I took a road trip last April, travelling to Ft. Collins, Colorado, where I enrolled in a one week program of Comprehensive Grief Skills Training led by Dr. Alan Wolfelt.

Our seminar series this past fall was built around Dr. Wolfelt's materials and seemed to show even better results in the lives of the participants than before. So far, almost 50 people have participated in at least one of the four sessions we have offered.

Thank you, people of faith, for the opportunity to be of service in your midst in this crucial ministry of our times. We are built together in unity in these days by Jesus' promise in the Beatitudes, "Blessed are those who mourn for they shall be comforted."

God bless you with abundant peace and comfort!

Terry Oliver

2022 Annual Meeting Ballot

January 30, 2022

1. Approve the recommended slate of Council officers and at large members, as listed below. Terms are determined according to the Faith Lutheran Church Constitution (2020).

- 1) Council President: Eric Barkman (2 year term)
- 2) Council Vice President: Jan Ray (1 year term)
- 3) Council Secretary: Joan Detrick (2 year term)
- 4) Council Treasurer: Richard Ross (1 year term)
- 5) Council Member: Clay Wilson (1 year term)
- 6) Council Member: Jacob Miller (1 year term)
- 7) Council Member: Krysi Boyer (2 year term)
- 8) Council Member: Paul Wagner (2 year term)

YES NO (circle one)

2. Approve the following recommended Congregational Committee members:

- a. 2022 Nominating Committee
 - i. Clay Wilson (outgoing Council)
 - ii. Andrea Miller (past President)
 - iii. _____
 - iv. _____

- b. 2022 Endowment Committee
 - i. Val Paulson (3 year term)

- c. 2022 Memorial Committee
 - i. _____ (3 year term)
 - ii. _____ (3 year term)

YES NO (circle one)

3. Approve the proposed 2022 Budget/Spending Plan, as detailed in this Annual Report.

YES NO (circle one)

4. Affirm the proposed Mission, Vision, and Values Statement, as detailed in this Annual Report.

YES NO (circle one)