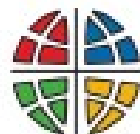




ANNUAL REPORT 2022



Evangelical
Lutheran Church
in America

A MESSAGE FROM PRESIDING BISHOP ELIZABETH EATON



Dear friends in Christ,

We have seen many changes throughout the years and throughout the world. Sometimes we've been left yearning for the days when things didn't feel so complicated. Other times, we have seen something new happen and have asked, "Why did this take so long?" The church has been through its own changes as well. Some of these have left us wishing for simpler times while others have us waiting for even more to come about.

But, dear church, God still is unchanging. God's love is still the foundation on which the church was built. While we have seen many changes, both in the world and at the Evangelical Lutheran Church in America, the eternal love of God and the good news that dwells with Christ's death and resurrection continue to provide hope for everyone. This is why our mission remains steadfast, whether that is through our traditional mission work in places near and far or from new ventures and visions that encourage us to think of different ways to reach even more people.

The writer of Hebrews reminds us: "Do not neglect to do good and to share what you have, for such sacrifices are pleasing to God" (13:16). That could not be truer in the work we have been doing in each expression of the church. Your gifts continue to benefit the good work of spreading the good news throughout your communities, your synods and the whole church. We are all answering the call to continue to do good work with the help of your support, whether that is through your resources, your time or your talents.

I am grateful for your generous support of each expression of the church. God calls all of us to continue to do the good work, and you continue to answer that call. We also continue to join you in that call and will remain true to looking toward God's unchanging promise. There is still much change and learning that will come before us, but God's steadfast love energizes us for the work God is still doing in the world through this church.

In Christ,

A handwritten signature in black ink that reads "Elizabeth A. Eaton". The signature is fluid and cursive, with the first name "Elizabeth" being the most prominent part.

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

“Do not neglect to do good and to share what you have, for such sacrifices are pleasing to God”

(Hebrews 13:16).

Table of Contents

- Congregational Meeting Agenda—page 3
- Congregational Meeting Minutes from Feb 2021 Annual Meeting—page 4
- Congregational Meeting Minutes from Dec 2022 Annual Budget Meeting—page 5
- 2023 Passed Budget—page 6 & 7
- Letter from the Montana ELCA Synod—page 8
- Pastor's Report—page 9
- Council Reports
 - President/Convenor—page 9
 - Discipleship/Education—page 10
 - Outreach—page 10
 - Communication—page 10
 - Hospitality—page 11
 - Worship—page 11
 - Property & Grounds—page 12
 - Finance—page 12
- Committee Reports
 - Memorial—page 12
 - Endowment—page 13
 - Mutual Ministries—page 13
 - Outreach Activities—page 18
- Finance Reports—Year End
 - Balance Sheet—page 14 & 15
 - Budget v Actual 2022—page 16 & 17
- Partnership's Report
 - Emmaus Campus Ministry—page 19
 - Flathead Lutheran Bible Camp—page 20
- Supplements Provided at the meeting
 - 2022 Ballet
 - ELCA Congregational Report
 - Agenda update if required*

Congregational Meeting Agenda

1. Call to order
2. Opening Prayer
3. Approval of Feb 2022 Annual Meeting Minutes
4. Approval of Dec 2022 Budget Meeting Minutes
5. Review of Reports
6. Old Business: None
7. New Business
8. Elections
 - A. Council
 - B. Committees
 - C. Representatives/Delegates
9. President/Convener Remarks
10. Closing Prayer
11. Adjournment

Meeting Notes

- A Quorum requires 10% of our voting members to be present. (Requiring 30 voting members of our congregation.)
- If members leave and we go below that number, we are legally obligated to stop doing business.
- Non-members— We are glad you are attending, but please keep in mind that you can not vote.
- A motion to adjourn must be seconded and passed by a majority vote before the meeting is over.

Minutes for the 2022 Annual Meeting

The 2022 Annual Meeting was called to Order by Dean Drake at 10:42am on Feb. 13, 2022

Opening Prayer by Pastor Paul Anderson

Approval of 2021 Annual Meeting Minutes: A motion was made by Nancy Osborn to approve the 2021 minutes. A second was given by Judy Griffin. All voted in favor by show of hands. The minutes were approved.

Correspondence: A special Thank You to Celeste Pogachar for all her hard work at Faith Lutheran Church and dedication. Everyone wishes her well in her retirement.

Old Business: None

New Business: Elections Elections

Council – Ballot for 5 open positions:

President/Convener (1 year term) = Jacque Vandenburg
Property and Grounds (2 year term) = John Marten
Communications (1 year remaining) = Colleen Southwick
Discipleship (2 year term) = Deb Cathey
Finance (2 year term) = Sandy Russ

Committees/Representatives/Delegates

Endowment Committee – Ballot for 1 open 3 year position:

Karen Heller

Nominating Committee for the 2023 elections – Ballot for 6 open 1 year positions (one position will be a member of Council)

Rick Brown – Council Member, Kerry Hanson, Karen Heller, Judy Griffin, Susan Wetzsteon, Mark Livesay

Flathead Lutheran Bible Camp Representatives for 2022 meeting at Lakeside –

Ballot for 2 representatives to join Pastor Paul

Celeste Pogachar, Cory Keith

MT Synod Delegates for 2022

Ballot for 2 representatives to join Pastor Paul

Jacque VanDenburg, Darrin Heittmann

A motion by Sandy Russ to accept the ballot. A second to the motion was made by Claire Griffin. A unanimous vote in favor was made by a show of hands.

President/Convener Remarks: We lost a dear congregant, Dale Brady, this past year. His impact at Faith Lutheran Church and his leadership will be greatly missed.

Closing Prayer & Lord's Prayer by Pastor Paul Anderson

Adjournment: A motion to adjourn the Annual Meeting was made by Rod Pogachar, with a second from Nancy Osborn. A unanimous vote in favor was made by a show of hands. Meeting adjourned at 11:10am.

Congregational Budget Meeting Minutes

December 11, 2022

The meeting was called to order at 10:55 am by Council President/Convener - Jacque VanDenburg.
46 Members were present.

Faith Lutheran Council Steward of Finance – Sandy Russ placed the proposed budget on the overhead projector screen and went through each line of the proposed budget, see appendix B. There were some questions of clarification, but no final changes or additions were suggested.

APPROVAL OF Budget:

MOTION “Approve Budget as submitted”: Troy Hanson

SECOND: John Marten

PASSED: unanimous

Faith Lutheran Council Steward of Property & Grounds - John Marten requested volunteers for Furnace Replacement Committee. The following members volunteered to be on this committee.

1. Carl Russ
2. Rick Brown
3. Troy Hanson
4. Jack Losensky
5. Cole Kimzey

Faith Lutheran Council Steward of Property & Grounds, John Marten requested volunteers for Sanctuary Update Committee. The following members volunteered to be on this committee.

1. Susan Wetzsteon
2. Leanne Marten
3. Troy Hanson
4. Colleen Southwick
5. Brooke Kimzey

The meeting was adjourned at 11:15 pm

Faith Lutheran Church		
	2023 Approved Budget	
Budget Line Item	2023	Comments
B-01 Synod Benevolence	\$ 12,000.00	Funded by General Fund.
B-02 FLC Emergency Local Salvation Army	\$ 1,200.00	Funded by General Fund.
B-03 Flathead Bible Camp	\$ 1,125.00	Funded by Thrivent Gerloff Y&M funds. 2023 - 225 confirmed = (\$5 per)
B-04 Sapphire Lutheran	\$ 50.00	Funded by General Fund.
B-05 Lutheran Social Ser-	\$ 250.00	Funded by General Fund.
B-06 Our Saviors Luther-	\$ 300.00	Funded by General Fund.
B-07 Hamilton Fire De-	\$ 50.00	
B-08 Five Valley Cluster	\$ 150.00	Funded by General Fund
B-09 Prison Ministry	\$ 1,000.00	
Total Benevolence	\$ 16,125.00	
C-01 Postage & Mailing	\$ 1,000.00	Funded by General Fund.
C-02 Advertisment	\$ 200.00	Funded by General Fund
C-03 All Communication costs Telephone/ Internet/ Website/Dial My Calls/ Zoom/Castr	\$ 2,000.00	Funded by General Fund.
C-04 Office Supplies	\$ 2,000.00	Funded by General Fund.
C-05 Software	\$ 1,500.00	Funded by General Fund.
C-06.1 Copier (Usage)	\$ 600.00	Funded by General Fund. Captures usage costs associated with
C-07 Mutual Ministry	\$ 200.00	Funded by General Fund.
C-08 Synod Convention	\$ 1,500.00	Funded by General Fund.
C-09 Hardware	\$ -	Funded by General Fund. Captures "hardware" costs associated
C-10 Office Admin Technical Support	200.00	Funded by General Fund. Captures office admin technical support costs.
C-12 Bank Charges	\$ 180.00	Checks, etc
Total Communication	9380.00	
D-01 Sunday School	\$ 400.00	Funded by Thrivent Gerloff Y&M funds.
D-02 Confirmation	\$ 300.00	Funded by Thrivent Gerloff Y&M funds.
D-08 Vacation Bible	\$ 3,500.00	Funded by Thrivent Gerloff Y&M funds.
D-09 Gerloff Youth Ministry Support (Includes	\$ 7,500.00	Funded by Gerloff Y&M Yearly Income.
D-10 Adult Education	\$ 100.00	Funded by General Fund.
D-11 FLC Scholarship	\$ 8,000.00	Funded by Easter Brunch, Gerloff Scholarship In-
D-12 FLC Campership	\$ 2,000.00	Funded by Chili Cookoff and Donations
Total Discipleship	\$ 21,800.00	

H-01 Fellowship	\$ 500.00	Funded by General Fund
H-01.1 Wednesday Night	\$ 100.00	
H-02 Special Events	\$ 600.00	Funded by General Fund.
H-03 Scandinavian Din-	\$ 4,083.00	Funded by Thrivent Scandinavian Dinner Account
H-04 Funeral Receptions	\$ 300.00	Funded by donations to the Hospitality/Fellowship Funeral Fund subaccount of the General Fund. Sup-
H-05 Golden Group	\$ 200.00	Senior Group expenses from Endowment Disbursement Fund
Total Hospitality/	\$ 5,783.00	
OR-1 Materials & Sup-	\$ 1,500.00	Funded by the General Fund
OR-3 End of Life Finan-	\$ 2,000.00	Funded by General Fund.
OR-4 Community Meals	\$ 1,000.00	Funded by General Fund - Chili Cookoff
Total Outreach	\$ 4,500.00	
P-01 Maintenance/Repairs/	\$ 3,000.00	Funded by General Fund.
P-02 Equipment Purchas-	\$ 400.00	Funded by General Fund.
P-03 Utilities	\$ 8,000.00	Funded by General Fund.
P-04 Insurance	\$ 7,000.00	Funded by General Fund.
P-05 Snow Removal	\$ 1,000.00	Funded by General Fund.
P-06 Grounds Mainte-	\$ 1,400.00	Funded by General Fund.
P-07 Property Taxes	\$ 1,700.00	Funded by General Fund.
P-08 Capital Savings	\$ 5,860.00	Capital Savings will receive ~ 50% of Faith House
P-09 Capital Expenditures	\$ 6,000.00	Utilize funds from Capital Savings subaccount - expenditures over \$500 must be approved by Council.
Total PropertyGrounds	\$ 34,360.00	
Total Payroll Expenses	\$ 151,981.15	Staff + Pastor
W-01 Worship	\$ 1,000.00	Funded by General Fund.
W-02 Substitute Pastor	\$ 600.00	Funded by General Fund.
W-03 Music/Equipment/	\$ 3,000.00	Funded by General Fund.
W-04 Altar Guild	\$ 300.00	Funded by Gerloff Y&M Yearly Income, Council
W-05 Gerloff Music/Ministry Support	\$ 3,000.00	Funded by Gerloff Y&M Yearly Income, Council approves.
Total Worship	\$ 7,900.00	
Budget Total	\$ 251,829.15	

Letter from the Montana ELCA Synod

Dear Friends in Christ,

New Year's Greetings in the name of the Holy Trinity! Welcome to the new calendar year and the time of annual meetings in many of our congregations and ministries.

In her book *How to Lead When You Don't Know Where You're Going: Leading a Liminal Season*, Susan Beaumont describes the times and spaces the church lives in today as "liminal," as standing in the threshold of an open door to something new but we haven't gone through yet. In this space, part of us stands in the former things, part in the future things, and part in the right now, the right here, the confusing and messy "this."

This threshold is not an easy space/time for us to live in. As much as God seems to ask us through Isaiah's words that we should let go of the former things, humans caught up in the web of time and space just cannot do the impossible like God can.

In this threshold between already and not yet, we find both anxiety of an unknown future and the grief of losing a dying past that felt stable (whether it was stable is another question). In the threshold, we feel pushed by some to go too quickly into something we feel not yet ready for or we feel held back by those clinging too tightly to something that doesn't work anymore.

And in this threshold we find God. In fact, it's in the liminal spaces, the times we aren't in control, the times of not knowing and wonder that we actually find ourselves closer to God than any other time.

Why? Because this threshold happens when the layers of our self-constructed walls of our own agendas, plans and judgments are torn away and we are brought face-to-face with what God is revealing in the epiphanies of the new things God is declaring and doing. Skies are opened, the Savior is made known, the Spirit proclaims God's love for us and the whole creation, including you and me, are transformed into new creations. (So if anyone is in Christ, there is a new creation: everything old has passed away; see, everything has become new! 2Cor 5:17)

After the pandemic, many thought a new normal and a quick stability would settle in. Many today still seek, even demand, a fast-food resolution to the liminality in which we stand. But we're still standing in that threshold between the former things and the new possibilities, a time of both worry and wonder and we may be standing there for a while.

You too may be experiencing the anxiety of living in the threshold. We're still dealing with Covid and its effects as well as the flu, RSV, cancer, mental illnesses, addictions and other afflictions to body and mind. We still see the violence, polarization, disasters, fascism, anarchy, chaos and oppression of others on the news. We still fear the future unknowns as our minds go quickly to worst-case scenarios.

In our congregations, the Montana/N. Wyoming Synod and across the ELCA, we are experiencing economic anxiety about dwindling financial resources and, in our scarcity mindset, we ask if we have money to send to the wider church or pay our pastors or continue our generosity in serving in the wider world. We are also concerned that the church, our church, is dying as fewer people are coming back to the pews and fellowship halls after the pandemic. We worry about a declining faith in Christ in the midst of so many who claim the title "Christian" but actually follow destructive philosophies and idols.

These reactions are understandable. I too am experiencing these anxieties and concerns as I consider the financial and social realities we are facing as we stand in the threshold. These are not easy times in which we live.

But in these times, I see God because I trust we are closer to God now than we were before. As our reliance on our own ways, goals and identities is peeled back layer by layer, we can begin to see more clearly God's presence with us and the new things that God has been, is and will be doing among us. We see through a glass dimly, for sure, but with open eyes, hearts and wills, we can see.

And not only does God appear more present to us during this time, but our Spirit-given faith (trust) tells us that "God is Able." This sermon title from Martin Luther King Jr. are words that I have been living with a lot over the past months: that God is indeed able. I think we forget that at times and begin to believe it is all up to us. But God is able to bring abundance out of scarcity. God is able to bring hope out of despair. God is able to bring life out of death. God is able to do all this and more again and again.

It's in the liminal spaces that the God-epiphany is revealed to us when we are open to seeing it. It's also in the liminal times that we need to cling to the promise that God is truly with us always, whether we feel it or not. And then, when we trust in this truth and the transformation that comes with it, we can participate in God's "new thing doings" by walking humbly with the God who is able, by doing our best to let go of the former things and by letting the Spirit work through Christ's Church to equip us for the ministry of the gospel.

I want to thank you for the ministry of the gospel you through each of your congregations and ministries have been doing in your threshold places in the Montana/N. Wyoming Synod. Thank you for the many resources, including the financial resources, you have shared with the synod, the ELCA and our ministries over the past year. These gifts are crucial to the equipping work we are doing with and for you. Thank you for the on-going service and generosity to "the least of these" through your love and justice work in your communities, this state and nation and across the world. And finally thank you for standing in the threshold with me so that we can support each other in these liminal times, sharing the new things from God that are springing forth around us.

May God bless you with new life, new possibilities and new hope in the year ahead!

With Gratitude and in Christ's Love,

Rev. Laurie Jungling Bishop, Montana Synod, ELCA

Pastor's Report

“Faith Lutheran Church is a family of God Built on love: worshipping, welcoming, learning, and serving in Christ’s name.” Report from Pastor Paul Anderson

The words “family of God” from our mission statement depicts unity. Paul, in his letter to the Ephesians writes, “I therefore, the prisoner in the Lord, beg you to lead a life worthy of the calling to which you have been called, with all humility and gentleness, with patience, bearing with one another in love, making every effort to maintain the unity of the Spirit in the bond of peace. There is one body and one Spirit, just as you were called to the one hope of your calling, one Lord, one faith, one baptism, one God and Father of all, who is above all and through all and in all.”

I am pleased to report that we have worshiped together, in person, for the entire year of 2022. During the year we held an Ash Wednesday Service followed with Holden Evening prayer services during Lent. Holden Evening prayer services were used during Advent as well. New bulletins have been created for the church year. Please see Susan Peterson’s report for further details.

Faith Lutheran with our Ecumenical Partners from the First Presbyterian Church, St Paul’s Episcopal Church, Corvallis United Methodist Church and the United Methodist church in Stevensville held two services jointly in 2022. One during Pride month in June and the other during Advent. The five pastors from this group have been meeting on a regular basis since 2022. FLC also partnered with these churches and held a joint VBS in 2022. Please see Deb Cathey’s report for more details.

There were 4 children baptized in 2022 and 2 Adults baptized. There were 8 new members received into membership either by transfer or through new members classes. Jacque Vandenburg, and Lans Richardson are into their second year of their Lay Pastoral Associate (LPA) program provided by the Montana Synod of the ELCA. They attended a preaching retreat in 2022. Following the retreat, Lans prepared and delivered a Christmas Day sermon. Jacque is preparing a sermon for Lent. Thank you to our LPA Rick Brown and to John Marten for helping to lead worship and preach during my absences.

I am honored and humbled to work with you in furthering the gospel of Jesus Christ as your pastor at Faith Lutheran Church.

If you have any comments or questions for me, please make them or ask me.

Partners in sharing God’s grace, Pastor Paul

President/Convener's Report

Dear Friends and Family at Faith Lutheran Church,

This year has flown by. In March of 2022 the council met for a one day retreat to set the course for the new council. We focused on where we are being led and where our church and The Church’s role in modern day. We have been going through the book “Living Lutheran Renewing Your Congregation” this past year to help encourage discussion about this. During the past 10 months we have taken time to look at what the future might look like at Faith Lutheran Church and how we can keep relevant in our community and the world around us. This is going to continue to be my personal goal as the President/Convener at Faith.

I feel strongly we need to honor what Faith Lutheran Church has been in the past but to keep looking at our future. What has been successful in growing the church 30 years ago is not successful in 2023. The challenge is what do we do.

Thank you!

Jacque VanDenburg

Steward of Discipleship & Education

2022 was a year of ‘good news/bad news/good news’ as far as developing a stronger program of discipling here at Faith. First, the good news:

Many opportunities for adult learning and growing in faith have been made available or continue. Golden Group held a Kogodus one day retreat and heard a presentation from the Council on Aging. A Woman’s Book Study has enjoyed two great books this year. Thank you, Brooke! Men’s Breakfast is meeting regularly. Adult Sunday School meets as often as possible. Women’s Circle Bible Study continues to meet once a month.

On the other hand, our children and youth are few and far between and we have no real means of meeting their faith needs on a regular basis. Vacation Bible School this year was very successful but that was really our only time with children and youth in any numbers.

- We’re working on a solution:
We live in a changing world with changing priorities, so the question is ‘How do we share Christ under these new conditions?’

So more good news...After much prayer and discussion, the best possibility seems to be hiring a full-time Youth and Family Associate. We’re currently working on a clear and concise job description with salary and the offer of Faith House as a rectory. We need to work on finding funding for this position and hope that we can find someone in the congregation to help us look for grant type opportunities to help offset the cost of this position.

All of us, as the family of Faith need to be committed and available if we’re to succeed.

Please let me know if you have any questions, comments, or suggestions. And thank you for allowing me to serve.

Deb Cathey

Steward of Outreach

The Lord be with you! As steward of outreach let me thank each and every one of you for the outreach work you do, knowingly or unknowingly. Your lives reach out like rays of sunshine to a world that longs for joy and peace. Giant recognition and props for Linda Byer and her faithful crew who feed so many folks throughout the year with the ministry of monthly Community Meals. The faithfulness of this bunch is nothing short of phenomenal. Speaking of short phenomenons, thank you to the Quilters for their outreach of textile works of art to our young folks as they graduate High school and for the gift of quilts to the needy around the world. Our livestream worship services gathered about 1600 views in total over the year, averaging around 35 views per service. The Blessing of the Pets video received 195 hits, by far the most watched post. We live streamed one memorial service this year. I also lift up Pastor Paul and his outreach to the community. His grief groups have brought new folks into our circle, some who now call Faith their church. His guidance has caused the Mens’ Bereavement Breakfast to grow, men from outside the church now meet here regularly for fellowship and support. Pastor Paul has reached out to our ecumenical partners and initiated the Pride Services and a co-operative Vacation Bible School program. Paul’s work as Hospice Chaplain touches many lives in difficult times, and we are so grateful he is our pastor.

May God Bless and Keep you, now and forever

Respectively submitted

Rick Brown

Steward of Communication

It has been a year of learning and growth for me as the church council works to communicate with each other and the congregation in a time of change.

We are still feeling the effects of the pandemic and have a strong web presence and online streaming of worship services continues. At the same time our monthly newsletter provides an old fashion written letter and calendar to hold.

As I prepare and send out the Faith Herald each month, I can see the consistent ways that so many individuals and groups within our church step up and move our weekly worship, our seasonal celebrations, and our special events forward. As I attend and then write the minutes for the monthly council meetings, I am moved by each council member’s serious commitment to the responsibilities of their positions.

Colleen Southwick

Steward of Fellowship and Hospitality

It has been my honor to serve as your Steward of Fellowship and Hospitality for the past three years. 2022, was a year of redefining norms. Thank you to everyone who has helped to revitalize Coffee Hour following the service. It has been nice to give people the opportunity to visit and fellowship with one another. Thank you to Linda Beyer and Helen Volden for overseeing the kitchen and covering when we don't have others volunteering. Thank you also to all who contributed throughout the year.

This year, a kitchen use calendar was created in google calendar to keep track of Kitchen use and avoid double booking our space. We continue to encourage people to contact the office to get their events on the calendar if they are using the Fellowship Hall and/or Kitchen.

During Lent, Church Council, the Women's Bible Study, Naomi Circle, Quilters, and the Golden Group served soup and bread prior to the weekly Lenten Study. On average over 20 people attended each week.

Mark Livesay and Linda Beyer with the help of many families, served a wonderful breakfast between services on Easter Sunday. The breakfast was served buffet style. Over \$1000.00 was collected through the free will offering with proceeds going to Youth Scholarships.

The Scandinavian Dinner Survey was distributed and compiled to determine if we should continue to host a dinner and what format it should take. 43 surveys were returned with 28 respondents in favor of hosting the dinner. The respondent expressed varying offers of involvement. In December, Carol Peterson agreed to Chair the Scandinavian Dinner. She will host it this spring. Council agreed to holding the Scandinavian Fish Dinner on March 11, 2023.

Helen Volden and her crew provided meals and snacks for Vacation Bible School. Volunteers from the four churches hosting VBS worked together in the kitchen for another successful year of Bible School. Thank you to Helen and her great kitchen crew.

A big thank you to Dean and Sandy Drake who compiled a notebook with guidelines for past activities such as Easter Breakfast, Chili Cook off, etc. The notebook is currently stored in the Church office. With Jennifer Larson's help, I hope to add Kitchen procedures to the binder.

The Council plans to post our Mission Statement in the church. Brian Mendenall met with Pastor Paul, John Martin, and me to take measurements and discuss fonts for the signage. We continue to develop our plan and hope to have it completed in the spring of 2023.

In November, Linda Beyer provided soup for people helping with Operation Christmas Child. Thank you Linda for organizing the packing party and for providing a delicious meal.

On December 18, we celebrated Jesus' birthday with cake following the annual Christmas program. The service was well attended and many people stayed for fellowship following the service.

Thank you everyone who provided hospitality to our congregation in 2022.

Jane Mason

Steward of Worship

I can't imagine worship service without music. In the past few years, Faith Lutheran has been blessed to have 5 individuals sharing their gift of music at the keyboard. I am very grateful for Ross and Lina having shared their talents and giving of their time in this respect. With Ross moving out of state and Lina choosing to play only on special occasions, we are still a privileged congregation to have 3 pianists taking turns. I attended Christmas Eve services at a small congregation that must use recorded music. How thankful I am for Colleen and Amber giving of their time to this congregation. In addition to pianists, we are blessed to have three guitarists lead the worship about once a month: Pastor Paul, Rick and Tom. Tom is faithfully contributing his guitar playing most Sundays as well. I offer a big thank you to each one.

This past year, working with John Marten and Pastor Paul, we assembled colorful, informative bulletins with different liturgies for the seasons of our church year: Lent, Easter, Advent and Epiphany. The hope is that we can use them for several years to come.

I would also like to thank those individuals who step forward each Sunday to assist in worship. This includes, but is not limited to, communion set-up (primarily Deana), music, scripture readers, ushers, assisting ministers, power point, acolytes, and video (primarily Rick). May we continue to be a family of God built on love; worshiping, welcoming, serving and growing in Christ's name.

Susan Peterson

Steward of Finance Report No report submitted

Steward of Finance Report

The finances of Faith Lutheran Church have become challenging with the age of our church. I greatly appreciate the giving of each of our members. I know sometimes it can seem difficult, but you did well as always. The chart will show our income and outgo for the year.

2022 Resources	Amount	2022 Expenses	Amount
Member Giving	\$173,855.01	Budgeted Expenses	\$237,150.88
Directed Donations	\$25,395.02	Normal Expenses	\$228,859.11
Gerloff Fund	\$15000	Gerloff Funds	\$9116.99
Total Income	\$214,250.03	Total Expenses	\$237,976.10
Underfunded	\$23,726.07		

The 2023 budget has been approved and the expected income and expenses are:

2023 Budgeted Expenditures	\$251,666.50
2023 Projected Revenues	\$200,000.00
Underfunded	\$51666.50

Our Thrivent Funds saw a loss of \$35,130.03 for 2022. This of course limits our ability to utilize some of these funds. We have not been able to use any interest from two endowment funds because there is none.

In order to preserve the new parking lot we needed to have it resurfaced this year. An expected cost of \$2000-3000 became a \$14,884 cost due to inflation. The cost of the parking lot was covered by Capital Expenditures and help from the Endowment Committee. In addition we had some plumbing costs due to leakage of \$6680 paid from the General Reserve Fund.

In 2023 we anticipate the need to start replacing our 40-year-old boilers and we will need to decide how to pay for this. Costs are not yet available.

Thanks to Heather Wintergerst for her continued work in making sure the bills are paid and for answering my questions.

Again, thank you for your generosity! Sandy Russ

Memorial Committee Report

Memorial Fund	Checking Account	Savings Account	Total
Balance 1/1/2022	\$321.36	\$4274.52	\$4595.88
Balance 12/31/2022	\$321.36	\$2414.30	\$2735.66

		<u>Summary</u>
1/1/2022	Balance Total	\$4595.88
	Memorial Gifts Received	\$330.00
	Interest	<u>.77</u>
	Total Receipts	<u>\$330.77</u>
	Total Available for Distribution	\$4926.65

Expenditures	
	Lewis \$495.00
	Karlsgodt \$100.00
	Murdochs \$1495.99
	Total Expenditures <u>\$2190.99</u>
	Balance on hand 12/31/2022 <u>\$2735.66</u>

Carol Mitchell, Jennifer Larson, Chad Farrenburg

Memorial Committee

Endowment Committee Report

The endowment committee met twice this year. We were able to send funds to Kogodus and support the Sapphire summer concert series. Our biggest donation was to the parking lot improvements. At this time the endowment balances are below the principal so there are not funds to be distributed. For current balances please see the balance sheet in the FLC 2022 Annual Report.

Amber Richardson, Committee Chair

Memorial Committee Report

No written report received at time for printing of the FLC Annual Report. Please see the balance sheet in the FLC 2022 Annual Report for current assets.

MUTUAL MINISTRY COMMITTEE (MMC)

The responsibility of The Mutual Ministry Committee (MMC) is to provide love and support to the Pastor, the staff and all the parishioners. To be an advocate when requested and a sounding board providing open and honest communications.

The MMC members for the 2022 year were Susan Wetzsteon (Chair), Sally Porter (Secretary), Rick Brown, Troy Hanson, Scott Southwick, Judy Wilson, Jacque VanDenburg (Council Liaison) and Pastor Paul Anderson.

Our quarterly meetings consisted of reviewing staff Well Being Check-in staff job descriptions responsibilities and an in depth review of the MMC Duties and Responsibilities. The following suggestions were submitted to Council awaiting approval:

Language changes for the church's grievance policy (10.0 P-1 A)

An edit of the use of personal leave time (6.2).

Changes to the Yearly Agenda

After much discussion and study, we determined the MMC's only responsibility in the Annual Staff Job Performance Review are as advocates. We are also not responsible for reviewing evaluations and hence the recommendation of pay increases.

After many years of service to the committee, both Susan Wetzsteon and Sally Porter will be stepping down.

The staff appreciation luncheon was held at Naps Grill on December 12. The entire committee and all the staff except for Heather was able to attend. Faith is blessed to have honest, hardworking, dedicated staff members who keep our church running. .

Faithfully in Christ,

Susan Wetzsteon, Committee Chair

Faith Lutheran Church, ELCA

Balance Sheet

As of December 31, 2022

	<u>Total</u>
ASSETS	
Current Assets	
Bank Accounts	
Capital Savings	6,984.28
Emergency Assistance	1,657.91
Endowment Account at RCB	0.00
FLC General Fund	2,846.21
Advertising Donations	112.24
Campership/Chili Cookoff	7,317.11
Emergency Assistance	1,057.91
Endowment Distribution Account	774.18
Fellowship/Coffee Hour Fund	805.66
FLC Scholarship	2,098.12
FLC-GF Book Nook	201.05
FLC-Parking Lot Fund	0.00
General Fund Reserve Fund	15,410.10
Gerloff Youth & Music Fund	31,982.57
Gerloff Youth and Music Salary Offset	683.49
Hospitality/Fellowship Funeral Fund	1,205.10
Outreach Quilting Fund	4,500.33
Payroll Protection Loan	0.00
Property and Grounds Insurance Claim	0.00
Scandinavian Dinner	919.77
Total FLC General Fund	\$ 69,913.84
FLCW	2,053.09
General Fund	0.00
Book Nook Fund	0.00
Total General Fund	\$ 0.00
Memorial Fund	1,387.60
Memorial Savings	4,605.06
Total Bank Accounts	\$ 86,601.78
Accounts Receivable	
Accounts Receivable (A/R)	-250.00
Total Accounts Receivable	-\$ 250.00
Other Current Assets	
Undeposited Funds	250.00
Total Other Current Assets	\$ 250.00
Total Current Assets	\$ 86,601.78
Fixed Assets	
Faith House Facility	201,209.73
Faith Lutheran Church Facility	521,937.28
Total Fixed Assets	\$ 723,147.01

Other Assets	
Endowment 6 yr Fund	0.00
Gerloff Scholarship Fund At ELCA	98,088.00
Thrivent Doris Koch Fund	54,046.78
Thrivent Doris Koch Memorial Endowment Fund	88,441.17
Thrivent Endowment Fund	13,735.71
Thrivent Gerloff Youth and Music Income Portfolio	48,111.70
Thrivent Scandinavian Dinner Funds	4,057.12
Thrivent Scholarship Fund	13,973.16
Total Other Assets	\$ 320,453.64
TOTAL ASSETS	\$ 1,130,202.43
LIABILITIES AND EQUITY	
Liabilities	
Current Liabilities	
Accounts Payable	
Accounts Payable (A/P)	0.00
Total Accounts Payable	\$ 0.00
Other Current Liabilities	
Direct Deposit Payable	-3,939.00
Payroll Liabilities	0.00
Federal Taxes (941/944)	14,371.43
MT Income Tax	3,965.00
MT Unemployment Tax	140.33
Total Payroll Liabilities	\$ 18,476.76
Total Other Current Liabilities	\$ 14,537.76
Total Current Liabilities	\$ 14,537.76
Total Liabilities	\$ 14,537.76
Equity	
Opening Balance Equity	1,124,664.20
Unrestricted Net Assets	49,856.55
Net Income	-58,856.08
Total Equity	\$ 1,115,664.67
TOTAL LIABILITIES AND EQUITY	\$ 1,130,202.43

Faith Lutheran Church, ELCA
Budget vs. Actuals: 2022 FLC Budget - FY22 P&L
January - December 2022

	Total			
	Actual	Budget	over Budget	% of Budget
Income				
Total Income				\$
Gross Profit	\$	\$		\$
Expenses				
B-01 Synod Benevolence	12,000.00	12,000.00	0.00	100.00%
B-02 FLC Emergency Local Salvation Army	1,200.00	1,200.00	0.00	100.00%
B-03 Flathead Bible Camp	760.00	760.00	0.00	100.00%
B-04 Sapphire Lutheran Homes	50.00	50.00	0.00	100.00%
B-05 Lutheran Social Services	250.00	250.00	0.00	100.00%
B-06 Our Saviors Lutheran	300.00	300.00	0.00	100.00%
B-07 Hamilton Fire Department	50.00	50.00	0.00	100.00%
B-08 Five Valley Cluster	150.00	150.00	0.00	100.00%
B-09 Prison Ministry	1,000.00	1,000.00	0.00	100.00%
C-01 Postage & Mailing	1,009.13	600.00	409.13	168.19%
C-02 Advertisement	1,085.08	800.00	285.08	135.64%
C-03 All Communication Costs Telephone/Internet/ etc	2,305.53	2,000.00	305.53	115.28%
C-04 Office Supplies	2,190.58	1,000.00	1,190.58	219.06%
C-05 Software	2,053.53	2,000.00	53.53	102.68%
C-06 Copier Lease	1,000.52	1,000.00	0.52	100.05%
C-06.1 Copier Usage		800.00	-800.00	0.00%
C-07 Mutual Ministry	121.25	200.00	-78.75	60.63%
C-08 Synod Convention	2,028.52	550.00	1,478.52	368.82%
C-10 Office Admin Technical Support	105.00	200.00	-95.00	52.50%
C-12 Bank Charges	64.20	180.00	-115.80	35.67%
D-01 Sunday School	179.99	400.00	-220.01	45.00%
D-02 Confirmation		300.00	-300.00	0.00%
D-08 Vacation Bible School	1,651.61	3,500.00	-1,848.39	47.19%
D-09 Gerloff Youth Ministry Support		7,500.00	-7,500.00	0.00%
D-10 Adult Ed.	102.58	100.00	2.58	102.58%
D-11 FLC Scholarship Awards	7,715.99	6,000.00	1,715.99	128.60%
D-12 FLC Campership Awards		2,000.00	-2,000.00	0.00%
H-01 Fellowship	560.30	500.00	60.30	112.06%
H-01.1 Wednesday Night Alive	27.34	600.00	-572.66	4.56%
H-02 Special Events	305.61	400.00	-94.39	76.40%
H-04 Funeral Receptions	141.66	300.00	-158.34	47.22%
H-05 Senior Endowment Expenses		663.00	-663.00	0.00%
OR-04 Community Meals	459.89	1,200.00	-740.11	38.32%
OR-1 Materials & Supplies	1,183.51	500.00	683.51	236.70%
OR-3 End Of Life Financial Assistance		2,000.00	-2,000.00	0.00%

P-01 Maintenance/Repairs/Supplies	4,191.04	2,500.00	1,691.04	167.64%
P-02 Equipment Purchases	219.98	500.00	-280.02	44.00%
P-03 Utilities	8,261.58	8,000.00	261.58	103.27%
P-04 Insurance	7,712.00	6,500.00	1,212.00	118.65%
P-05 Snow Removal	840.00	1,200.00	-360.00	70.00%
P-06 Grounds Maintenance	10,232.50	1,400.00	8,832.50	730.89%
P-07 Property Taxes	1,864.53	1,700.00	164.53	109.68%
P-08 Capital Savings Contribution		5,860.00	-5,860.00	0.00%
P-09 Capital Expenditures	14,884.23	5,000.00	9,884.23	297.68%
Payroll Expenses			0.00	
S-01C Pastor's Housing	26,021.53	26,000.00	21.53	100.08%
Taxes	1,656.73	2,600.00	-943.27	63.72%
Taxes/UI/WorkComp	2,110.26	3,400.00	-1,289.74	62.07%
Wages	70,154.13	71,136.36	-982.23	98.62%
	\$	\$	\$	
Total Payroll Expenses	99,942.65	103,136.36	3,193.71	96.90%
S-01B Pastor's FICA	5,723.98	5,288.32	435.66	108.24%
S-01D1 ARP	1,114.93	2,500.00	-1,385.07	44.60%
S-01E Pastor's Pension	36,841.40	31,513.20	5,328.20	116.91%
S-01F Cell Phone for Pastor	2,046.27	1,900.00	146.27	107.70%
S-01G Pastor's continuing Education		1,500.00	-1,500.00	0.00%
S-07 Staff Cont. Education		200.00	-200.00	0.00%
W-01 Worship	1,754.37	1,400.00	354.37	125.31%
W-02 Substitute Pastor	500.00	600.00	-100.00	83.33%
W-03 Music/Equipment/Accomp	820.00	3,000.00	-2,180.00	27.33%
W-04 Altar Guild	336.82	400.00	-63.18	84.21%
W-05 Gerloff Music Ministry Support	581.00	2,000.00	-1,419.00	29.05%
	\$	\$	\$	
Total Expenses	237,919.10	237,150.88	768.22	100.32%
	-\$	-\$	-\$	
Net Operating Income	237,919.10	237,150.88	768.22	100.32%
	-\$	-\$	-\$	
Net Income	237,919.10	237,150.88	768.22	100.32%

2022 Outreach Activities

“Love Day” Quilters

The Love Day Quilters meet to assemble quilts the first and third (plus any fifth) Wednesdays of each month. The quilts become local and world-wide outreach from our congregation.

In May 2022 144 quilts were shipped to the Lutheran World Relief clearinghouse in Minnesota. And currently there are another 73 completed for the next shipping date. In addition, 6 quilts were given to Faith’s graduating High School seniors and 4 were donated to the Christmas family project. Anyone is welcome to attend the quilting sessions to help with making these quilts – no special skills are required.

Community Meals (sponsored by the Family Shelter of the Bitterroot)

Faith Lutheran has participated in the Community Meals program since its inception in 2013. We serve the meal on the 4th Tuesday of the month during the months of the year meals are served. We prepare meals at Faith in the early afternoon and then transport and serve the meals at the Cornerstone Church on Fairgrounds Road. We usually serve 75-80 Dine-In and Take Out meals each time we serve. In addition, any leftover food at the end of the meal is taken to the Massa Youth Home. Donations of time, money, and/or Thrivent Action Team assistance are appreciated to keep this helpful program viable.

Operation Christmas Child Shoeboxes (Samaritan’s Purse)

Operation Christmas Child (OCC) Shoeboxes share God’s love and the Christmas story with children around the world. This year Faith Lutheran Church members packed a total of 145 shoeboxes. A “Combo Party” was once again available with one week of an “On-Going” Packing Line allowing individuals and family groups to safely come to the church and fill shoeboxes. Then, an “After-Church” party that included food and fellowship happened at the end of that week. Donations of filler items for shoeboxes and/or money to help with this ministry are welcome all year long. Boxes can also be packed online by going to the Samaritan’s Purse website. To learn more, visit the website or with Linda Beyer, contact person.

Golden Group

The Golden Group made up of retired and/or mostly retired members of our congregation continued with social, educational, and charitable activities in 2022. Activities included a salmon lunch, movie & pizza outing, a board game day, a Kogodus retreat, and session where scarves & neck warmers were made and then given to those in need in the community. The Golden Group is an opportunity for those who do not work full time to share in fellowship. There are no membership rules or expectation and anyone of a more “senior” age is welcome!



Pastor John Lund: John.lund@umontana.edu, 396-4974, www.ecmum.org
Annual Report for January, 2023

Emmaus Campus Ministry continues to thrive as an ELCA ministry working in partnership with the Episcopal, United Church of Christ, and Methodist congregations and denominations. Emmaus is a community living in the vision of Jesus' radical love and dignity for all people and life. Emmaus is a Reconciling in Christ group which means it is open and affirming to people of all gender and sexual identities and strives towards racial justice and equality in our world.

Student residents and staff: We currently have housing for 15 students living in three different houses including the Ark, Emmaus House, and the Wesley House. We have about 25-30 students or young adults who are active in some way with us. We continue to have a full-time campus pastor, Rev. John Lund. In addition we have a part-time administrator, Kristen Comstock: part-time development person (open); and a part-time racial justice advocate and organizer, Rai Combs. We have 3 student workers and 2 seminarians working part time with us this year.

Student Programs: The heart of our student group is our weekly dinners and discussions on Wednesday nights with an average of about 15 students. We also offering our contemplation community called Confluence on the first and third Sundays in the UCC sanctuary with an average of about 15 people of all ages. We hosted a winter retreat, spring break trip to Holden Village, a spring white water rafting retreat, summer rafting and hiking events and a fall retreat on the Blackfoot River. We also have taken on a number of local service projects through the year. We are gearing up for a winter retreat in February and a spring break trip service trip to Vancouver, BC.

Faith and Climate Action: Emmaus is the fiscal holder of this group and continues to support graduate student interns to help it run. This group is hosting a monthly speaker series called "Cultivating Wisdom: Re-imagining our relationships to the natural world."

Anti-Racism and Community Organizing Work: Pastor Lund is an active member of the MLK Day planning team Pastor Lund continues to be on the teaching team for a series called Wrestling with the truth of Colonization which is offered through Common Good Missoula. He also serves on the strategy team for CGM.

Buildings and Grounds: This summer we replaced 7 older windows at the Wesley House and took on smaller projects at Emmaus.



Flathead Lutheran Bible Camp

Annual Report 2022

"This camp has meant so much to these kids and to us. You have helped us in every way grow in Christ. These years of camp will always be part of their lives. The impact that Flathead Lutheran Camp has on children's lives is priceless. – Camper Grandparent's"

2022 BY THE NUMBERS:

Sept. 2021 – May 2022 Campers: 1209 guests (retreats/events/EE students); 121 participants in 3 communities through Fall/Winter/Spring Outreach
2022 Summer Campers: 1,126 (all ages, all programs); 18 Day Camps in congregations;
79 summer volunteers; 51 incredible summer staff

YEAR IN REVIEW:

- January 2022:
 - Thanks to the generosity of many, FLBC reached its goal for the Holy Ground Campaign! This allowed us to pay off the remaining loan for the new land on Hughes Bay, and begin attending to some facility related projects at camp.
- Spring 2022:
 - Year-round staff hit the road to recruit staff, visit congregations, and do our Outreach program!
- June 2022:
 - After being postponed twice since 2020, our Holy Land Pilgrimage was finally able to happen!
- June - August 2022:
 - With an amazing staff from 13 states and 2 other countries (Spain & Haiti), hundreds of campers of all ages experienced God's love at FLBC through our summer theme "Boundless: God beyond measure."
 - After 7 weeks of summer camp programming, 2 additional weeks took place in partnership with organizations such as Intermountain Residential and the Montana Youth Diabetes Alliance.
- Fall 2022:
 - FLBC's year-round ministry continued with exciting experiences; to name a few, our Women's Retreat, Quilting & Crafting Retreat, and Golf Tournament, as well as hosting retreats for church councils, Billings High School Choir, Glacier Park staff, and many more!
 - FLBC received news that the M.J. Murdock Charitable Trust has committed a \$237,000 grant to the Shalom Home: Staff Housing/Retreat Cabin project!
 - A new strategic plan was adopted during the October Board of Directors meeting, and presented to the FLBC association at the Annual Meeting.



Thank you for your generosity and care for camp!

PLEASE help us recruit summer staff ages 18-90 and consider "adopting" a 2023 Summer Staff member!

Go to <https://flbc.net/work-at-flbc/> for applications!