



# ANNUAL REPORT 2023



Evangelical  
Lutheran Church  
in America



# 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.

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

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## **Faith Lutheran Church**

### **Annual Meeting Agenda - February 11, 2024**

Call to Order – Jacque VanDenburg

Opening Prayer – Pastor Paul Anderson

Approval of February 2023 Annual Meeting Minutes

Approval of December 2023 Annual Budget Meeting

Questions & Answers regarding Annual Reports

Old Business : None

New Business

Elections – See Stand Alone Ballot Sheet

Closing Remarks – Jacque VanDenburg

Closing Prayer - Pastor Paul Anderson

Adjournment - Jacque VanDenburg

**Faith Lutheran Church, Hamilton, Montana**

**Congregational Meeting Minutes**

**February 12, 2023**

A. The meeting was called to order at 10:50 am by Council President/Convener - Jacque VanDenburg.

B. 58 Members were present; See appendix A—available in the church office

C. Opening Prayer: Pastor Paul

D. APPROVAL of Minutes

MOTION “Approve Minutes as submitted in meeting booklet”: Karen Heller

SECOND: Michelle Mendenhall

PASSED: unanimous

E. APPROVAL of Budget

MOTION “Approve Budget as submitted to Congregation Dec 11, 2022”: Susan Wetzsteon

SECOND: Leanne Marten

PASSED: unanimous

F. Old Business: None

G. New Business:

1. Steward of Discipleship, Deb Cathey offered the congregation the opportunity to meet for the “Harmony of Gospel” Bible Study from the Chosen TV show.

2. Lina Gyles was honored for her service as church pianist as she is moving from a regularly scheduled to a fill-in position as pianist.

H. Elections: The Nominating Committee submitted the following ballot (and blank positions were nominations from the floor for are listed below);

1. Council

President/Convener (1 year term) – Jacque VanDenburg

Steward of Worship (2 year term) – Amber Richardson for first term

Steward of Outreach (2 year term) – Rick Brown for second term

Steward of Communication (2 year term) – Colleen Southwick for first term

Steward of Hospitality & Fellowship (2 year term) – no nomination, council will appoint.

2. Endowment Fund Committee

Carol Mitchell end of term replacement: nomination from the floor = Judy Griffin

Carl Russ end of term replacement: nomination from the floor = Shawn Boelman

3. Flathead Lutheran Bible Camp Representative Cory Keith & Jennifer Murillo, Alternate Nomination: Deb Spradlin

4. MT Synod Delgates

MT Synod Female Delegate: Jacque VanDenburg, Alternate Delegate Susan Peterson

MT Synod Male Delegate: Rick Brown, Alternate Delegate John Marten

5. Nominating Committee for next year’s annual meeting:

Rick Brown, Council Member. Linda Beyer, Ben Essary, Carl Russ, Helen Volden, Michelle Mendenhall

APPROVAL of Ballot MOTION: “Approval of Ballot by Acclamation” John Marten

SECOND: Sandy Russ PASSED: unanimous

I. Announcements and Suggestions:

1. Pastor Paul announced that Mark Grotbo has been appointed to the Board of the Flathead Lutheran Bible Camp

2. Nancy Osborn stated her interest in having a new church membership directory created.

\*Sandy Russ stated she is working on a directory and will be asking members to tell her if they do not want their names included.

\*Lans Richardson presented his concerns for having personal photos and addresses in a directory when digital copies can be so easily created and distributed.

J. The meeting was adjourned: 11:28 am

## **Congregational Budget Meeting Minutes December 10, 2023**

The meeting was called to order at 11:20 am by Council President/Convener -  
*Jacque VanDenburg.*

50 Members were present: See appendix A—found in the church office

Jacque VanDenburg, Council President, started the meeting explaining the difference between special funds such as Quilter's, Funeral, and Scandinavian Dinner, etc. do not appear in the proposed yearly budget. These are funds set aside for special purposed and not budgeted line items.

Faith Lutheran Council Steward of Property & Grounds - John Marten gave a report on the work done thus far for the Furnace Update:

- A. Anderson's quoted two 96% efficient three stage furnaces, one for sanctuary and one for office/kitchen at \$10,250 per unit for a total of \$20,500.
- B. Anderson's quoted one 80% efficient single stage furnace for \$5,980.
- C. Anderson's quoted on 1.5 ton central cooling system (FWIW, the kitchen and the office spaces are connected) for \$9,480.
- D. Total for all = \$35,960

Faith Lutheran Council Steward of Finance – *Sandy Russ placed the proposed 2024 budget on the overhead projector screen and went through each line of the proposed budget, see approved budget in the Annual Report.*

### **APPROVAL OF Budget:**

**MOTION “Approve Budget as submitted”:** Troy Hanson

**SECOND:** Cory Keith

**PASSED:** unanimous

The meeting was adjourned at 11:32 am





January 3, 2024

New Year's Greetings to you who are part of the Body of Christ in the Montana/N. Wyoming Synod, ELCA! Welcome to 2024!!

As I reviewed my annual report letters from the previous four years, I noticed a common theme – Change! Transition! Adapt! I'm guessing some of you are getting tired of all the talk about change and calls to adapt, and would just appreciate some stability right now. Others of you may be hoping and praying for more change or at least certain kinds of change to come to your lives, your congregation, your community, this nation and even the world. I know I am praying for a transformation from relentless violence and polarization to persistent peace and collaboration across all of human society.

And yet change is upon us whether we want it or not. We can't escape change because to live is to go through change, many changes in fact. So as much as we may wish for stability, our lives as individuals, church and world are changing.

One thing we often forget, though, is that we do have some choice in how things change and that God is constantly active in the change, working toward the new life given in Jesus Christ no matter how much we resist in our bondage to sin. We can choose how we approach change – in faith rather than fear – and we can choose to follow the lead of God's Spirit of Love rather than the hate-filled voices of anger that want to keep us fighting with one another.

In our gospel lesson from John for the second Sunday of Epiphany, Jesus says to Philip, "Follow me" and Philip says to Nathanael, "Come and See." What if during 2024, we as followers of Christ deliberately practiced these two phrases? What if we intentionally sought out ways of coming to see what God is up to in our churches and communities? What if we purposely sought out old and new ways to follow Jesus in our lives of faith and works of love?

What would you and your congregation do first and then next? And what are ways that we as the Synod equip each other in the ministry of the gospel as we "walk the way together" across Montana and Northern Wyoming?

One guide might be the "Vision, Calling and Values" Statement for the Synod which I introduced at the 2023 Synod Assembly. Here they are again:

*Montana/N. Wyoming Synod: Vision, Calling, Values*

*"...to equip the saints for the work of ministry, for building up the body of Christ... (Eph 4:12)*

*(Please see the video Bible study on this text on the Montana Synod website [www.montanasynd.org](http://www.montanasynd.org) )*

***Vision***

*A Montana/N Wyoming Synod who is continuously building up and equipping one another for the ministry of the Gospel of Jesus Christ in people's lives, their communities, the synod, the wider church and God's world.*

### ***Calling***

*Equipping the followers of Christ of the Montana/N Wyoming Synod for ministry of:*

- 1) Building Up the Body of Christ; AND*
- 2) Living Christ's Love into the World*

### ***Values***

- 1. Proclaiming the Good News of Jesus Christ's Grace and Love for All*
- 2. Engaging in God's Justice for the World, especially the "least of these" (Mt 25)*
- 3. "Walking Humbly with God" in all we do and say (Micah 6:8)*
- 4. Pursuing "Unity in Harmony with Diversity" across church and community*
- 5. Promoting Relationships and Collaboration across the synod and wider church*

How can we as individuals, congregations and a synod put these into practice in various ways in our particular contexts? How can we support one another in this work of equipping through sharing our time, prayers, energy, and resources?

Over the next 12 months there will be changes coming to the synod including opportunities to participate in equipping one another for ministry. One example is the Montana Synod Assembly, held May 31-June 1, 2024 in Billings, during which we will explore together the theme "Equipping for *Doing Justice*." Other changes will include the arrival of a new Director for Evangelical Mission, some upgrades to the LPA program, and more resources for discerning as a congregation where God may be calling you to go in the future as well as what it looks like to do a Holy Closure of a congregation in a healthy, legacy-leaving way.

As we consider what God has in mind for us in 2024, I want to take this opportunity to say "Thank You!" for the ongoing generosity many of you have shown through your mission support and other gifts you have been willing and able to share. These gifts are deeply appreciated! As you are exploring your own financial realities for the coming year, I invite you to consider increasing your support as you are able in the service of the Christ's ministry across the synod.

May God bless you with the faith, hope, and love of Christ during 2024!

In Christ's Love,



Rev. Laurie Jungling  
Bishop, Montana/N. Wyoming Synod

*“Faith Lutheran Church is a family of God Built on love: worshiping, welcoming, learning, and serving in Christ’s Name.”*

### **Report from Pastor Paul for the year of 2023**

Paul writes in 1 Corinthians 12:12-24, 27; “For just as the body is one and has many members, and all the members of the body, though many, are one body, so it is with Christ. For in the one Spirit we were all baptized into one body—Jews of Greeks, slaves or free—and we were all made to drink of one Spirit. Indeed, the body does not consist of one member but of many...Now you are the body of Christ and individually members of it.”

As we look back on 2023, it has truly been a privilege to serve as your Pastor here at Faith Lutheran Church. It has been wonderful for me to watch as the many members and friends of FLC work in the one Spirit of Christ and therefore “baptized into one body...”

With all of the upheaval that is going on in our communities, country and our world, it is so important that even with our differences we are members of the one body of Christ. This is, and will be, important for us to remember as we look back but also, as we look forward into 2024.

I am pleased to report that we continue to do ministry with our ecumenical partners, the Presbyterian Church USA, St Paul’s Episcopal Church, Corvallis United Methodist Church and the Stevensville United Methodist Church. As partners, we worked together to do a Lenten Lunch and study during Lent. Each church took a turn hosting the event with the pastor from the church leading the study. The Stevensville United Methodist Church did not host this event. We also had a joint VBS during the summer, (please see the steward of discipleship report)

We welcomed into our “one body of Christ” here at Faith, through baptism last year, Everett Davidson, Conner Reed, and Hazel Bergman.

Lots of ministry is happening here at FLC because of the many members working as the one body of Christ. Please see all of the reports from our Council Stewards, our committees and groups that do so much for the gospel of Christ.

I look forward to how and where God will lead us as the body of Christ in 2024.

Please let me know if you have any comments or questions.

Partners in sharing God’s grace,

Pastor Paul



# **Faith Lutheran Church Annual Report**

## **Message from the President/Convenor**

Dear Members,

It is my honor to present the annual report for Faith Lutheran Church for the year 2023. As we reflect on the past twelve months, we celebrate the unwavering faith and dedication of our congregation.

Throughout the year, Faith Lutheran Church has remained steadfast in fostering spiritual growth and community engagement. We've witnessed an increase in attendance, demonstrating the hunger for spiritual connection within our community.

In adherence to our mission to serve others, Faith Lutheran Church actively engaged in various outreach and activities. From working with our ecumenical partners in providing another outstanding Vacation Bible School, our shower program, community meals and the Diversity Service in June we continue in our commitment to making our church a place where everyone is welcome. It is wonderful that we have been able to start up confirmation classes again for future of our church. I am excited to see the positive impact on the lives of others remains a cornerstone of our faith.

I am pleased to report that, through the faithful stewardship of our members, we have maintained financial stability. Your continued contributions and support have allowed us to fulfill our mission and invest in the growth of our church community.

As we express our gratitude for the past year, we also look forward to the opportunities and challenges that the coming year may bring. With faith as our guide, we embark on this journey together, confident in the strength of our community and the grace of our Lord.

On a personal note, I have been working with Pastor Paul and Lan Richardson on completing my LPA with the Montana Synod Office. This has been a wonderful personal journey for me. Lans and I are scheduled to complete this and be certified at the Montana Synod Annual Meeting in 2024. We will see where God leads us on this journey.

In closing, I extend my heartfelt appreciation to each member, volunteer, and supporter who has contributed to the success of Faith Lutheran Church. May the love of Christ continue to guide us in all that we do.

Yours in Faith,

Jacque VanDenburg

President/Convenor

## Steward of Finance Report 2023

Sandy Russ

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.

2023 Resources	Amount	2023 Expenses	Amount
Member Giving	\$173,855.01	Budgeted Expenses	\$237,150.88
Directed Donations	\$25,395.02	Normal Expenses	\$228,859.11
Gerloff Fund	\$15,000	Gerloff Funds	\$9116.99
Total Income	\$214,250.03	Total Expenses	\$237,976.10
Underfunded	\$23,726.07		

The 2024 budget has been approved and the expected income and expenses are:

2024 Budgeted Expenditures	\$251,666.50
2024 Projected Revenues	\$200,000.00
Underfunded	\$51,666.50

Our Thrivent Funds saw an increase of \$32,371.65. Part of that includes a one-time deposit of \$13,000 to the Scholarship fund. The increase in the Faith Lutheran Endowment fund has recovered and there will be some dollars the Endowment Committee can utilize.

In 2024 we anticipate the need to start replacing furnaces. We have a quoted cost of \$35,960. This includes 3 furnaces. Also adding air conditioning for kitchen and the office areas.

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

Thank you everyone for your generosity!

## Steward of Discipleship Report 2023

Discipleship for 2023 has included a very successful vacation Bible school in conjunction with Saint Paul's, Episcopal Church, Corvallis, Methodist Church, and the Presbyterian Church here in Hamilton.

Also, Pastor Paul has successfully begun a confirmation class. Adult studies continue to be available.

I'm grateful for the opportunity to have served this last two years in the role of steward of discipleship.

In Christ,

Deb Cathey

## Steward of Hospitality

### Annual Report: 2023

Thank you for entrusting me with the Steward of Hospitality position. Jane Mason was kind enough to fill my position through August of 2023. I officially took over the first of September.

Here are some of the highlights of 2023:

#### February:

- “Tackle Our Hunger” campaign, concluded Feb. 12<sup>th</sup>.
- Lenten Soup Suppers were held Feb. 15<sup>th</sup> and 22<sup>nd</sup>. Thank you all who provided soup!

#### March:

- Lenten Soup Suppers were held Wednesday March 1<sup>st</sup>, 8<sup>th</sup> and the 15<sup>th</sup>. Thank you all who provided soup!
- The Scandinavian Dinner was held March 11<sup>th</sup>. Thank you to Carol Peterson and the entire committee for all your hard work!

#### April:

- Easter Brunch to benefit our scholarship program was held on April 9<sup>th</sup>. Thank you to the Scholarship Committee, Mark Livesay, Linda Beyer and everyone who helped make this a tasty success!

#### July:

- Mission statement lettering in Narthex was completed.
- The first 5<sup>th</sup> Sunday Supper “BBQ” Potluck was held July 30<sup>th</sup>. Thank you John Marten for being our grill master!

#### October;

- Our second 5<sup>th</sup> Sunday Supper “Harvest Dinner” was held on October 29<sup>th</sup> with 40+ attendees. Chefs Lans, Scott and Brian served a delicious ham dinner with all the fixings.

#### December:

- December 17<sup>th</sup>, we celebrated Happy Birthday Jesus with cake and ice cream.
- A Cookie Potluck was held during Fellowship hour after services on December 31<sup>st</sup>.

Thank you all of you who signed up to host our Sunday Fellowship hour! And a special thanks to Linda Beyer and Helen Volden for stepping up when we need you!!

Faithfully Yours,  
Susan Wetzsteon



## **Steward of Worship – 2023 Report**

Let us gather together singing praises and worshipping our Lord and Savior Jesus Christ. What a wonderful year of worship we at Faith Lutheran have had. None of it would be possible without the help from our many worship assistants. A big thank you to our assistant ministers, our readers, ushers, counters, sound and online engineers, and our computer technicians, accompanists, and substitute pastors. And those folks working behind the scenes, an even bigger shout out. Thank you to our alter guild, and our communion bread baker.

We have been using our pre-printed bulletins and it has been nice to have some continuity in our worship seasons. We will continue to use these bulletins throughout the next year.

We are looking forward to a Faith choir this year. How wonderful to sing to the Lord a new song!!! If you are interested in singing, please contact the church office.

Are you reading this report, wondering how you can get involved? Do you need special training? Maybe you don't have a lot of time but are looking for ways to share your talents with the church. There are so many opportunities, big and small, almost all that don't require much training. Good at running a computer? A passion for reading? Musical gifts, be it voice or instrument? Want to light the alter candles?? All gifts can be used to enhance our worship services. Please feel free to reach out to me and we can talk about how you can use your gifts here at Faith Lutheran. In the meantime, Let Us Worship Together!!! Looking forward to seeing you all at Faith Lutheran in 2024!!

Amber Richardson

Steward of Worship

## **Steward of Outreach Report 2023**

First of all **thank you** for your outreach every day just living your lives as part of our Faith community. Your lives witness to others! Our livestream ministry resulted in over 1700 views of our worship over the year. A reel of Pastor Paul blessing the pets was watched over 400 times on Facebook. Linda Byer and her faithful crew fed hundreds of folks through the monthly Community meals program. They proudly show how much the Faith Lutheran community cares, with meals eaten and taken home. Those church ladies know how to cook! Our shower ministry gives folks a safe place twice a week to go for that blessing, a hot shower. Jenny Larson oversees that while working so hard for us in the office.

Our Pastor Paul, through his work as Hospice chaplain, his grief classes, his doing so many weddings and funerals, is an incredible outreach to our neighbors. They wonder what his church is like, they come and visit, and many keep returning and staying because we truly are a family of God, built on love.

Thanks for being who you are, Faith family!

Respectfully submitted  
Rick Brown

## **Steward of Communication Colleen Southwick**

2023 was a year of growth for Faith Lutheran Church. Our church office has flourished with the skilled work of Jennifer Larson. She has done a wonderful job of organizing the work of our church. She now does the writing and mailing of the monthly Faith Herald. Our goal for the new year is to set up our database to reflect the preferences of the readers of the Faith Herald. Some of our members would like communications to be digital and receive the Faith Herald by email or by locating it on the Faith Lutheran Church website. Some of our members truly love having a hard copy come to them by postal service. We hope to provide our communications to meet those preferences. This requires working with our office database to make that possible. We will be mailing and handing out requests to supply the office with the information to make this possible. Expect more information to be coming to you on this matter.

Many of you have offered valuable help as we keep the office working well. Dean Drake has done a great deal of important work for us in keeping up the web page. Please remember to visit <https://www.faithlutheranhamilton.org/> to get updates and to stay current with what is happening at Faith Lutheran. We have a dedicated committee of proofreaders that help us review the Faith Herald. It is wonderful to see all the work that is done behind the scenes. Thank you to everyone.

The table in the Narthex has information available to worshipers each Sunday. This is also where you can find the 'worship helpers' sign-up sheet. Please consider offering your name to help out during worship. There are many hands needed each Sunday and this is one way you can let us know that you are willing to help. I enjoy being the Steward of Communication and being part of this "family of God built on love".

## **Steward of Property & Grounds John Marten**

No report Submitted

## **Report from the office at Faith Lutheran Church**

Happy Day to you all. It has been my pleasure to serve as the FLC Secretary. Many thanks for all the help and support I have received as I transitioned into this position!

The FLC office is moving and shaking with office hours Mon.-Fri. 9am-1pm. Please feel free to: email any information or questions to [faithlutheran59840@gmail.com](mailto:faithlutheran59840@gmail.com), call 406-363-2964, or stop in during office hours. I enjoy connecting with you. I don't always have all the answers, but I'm great at finding out who does!

It has been an eventful year with creating bulletins, power points, newsletters, calendars, etc. I look forward to working for you and worshiping with you in the year to come. Godspeed.

Most Sincerely, -Jennifer Larson

# Faith Lutheran Church, ELCA

## Balance Sheet

As of December 31, 2023

	TOTAL
<b>ASSETS</b>	
Current Assets	
Bank Accounts	
Capital Savings	6,984.71
Emergency Assistance	1,657.91
Endowment Account at RCB	0.00
FLC General Fund	-17,186.40
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	3,294.92
FLC-GF Book Nook	201.05
FLC-Parking Lot Fund	0.00
General Fund Reserve Fund	15,410.10
Gerloff Youth & Music Fund	30,085.57
Gerloff Youth and Music Salary Offset	683.49
Hospitality/Fellowship Funeral Fund	767.53
Outreach Quilting Fund	3,376.65
Payroll Protection Loan	0.00
Property and Grounds Insurance Claim	0.00
Scandinavian Dinner	0.00
<b>Total FLC General Fund</b>	<b>46,700.01</b>
FLCW	2,053.09
General Fund	0.00
Book Nook Fund	0.00
<b>Total General Fund</b>	<b>0.00</b>
Memorial Fund	1,337.60
Memorial Savings	4,605.06
<b>Total Bank Accounts</b>	<b>\$63,338.38</b>
Accounts Receivable	
Accounts Receivable (A/R)	-250.00
<b>Total Accounts Receivable</b>	<b>\$ -250.00</b>
Other Current Assets	
Undeposited Funds	250.00
<b>Total Other Current Assets</b>	<b>\$250.00</b>
<b>Total Current Assets</b>	<b>\$63,338.38</b>



# Faith Lutheran Church, ELCA

## Balance Sheet

As of December 31, 2023

	TOTAL
Fixed Assets	
Faith House Facility	201,209.73
Faith Lutheran Church Facility	521,937.28
<b>Total Fixed Assets</b>	<b>\$723,147.01</b>
Other Assets	
Endowment 6 yr Fund	0.00
Gerloff Scholarship Fund At ELCA	98,088.00
Thrivent Doris Koch Fund	59,055.32
Thrivent Doris Koch Memorial Endowment Fund	96,395.48
Thrivent Endowment Fund	15,286.96
Thrivent Gerloff Youth and Music Income Portfolio	52,945.20
Thrivent Scandinavian Dinner Funds	2,303.55
Thrivent Scholarship Fund	28,750.90
<b>Total Other Assets</b>	<b>\$352,825.41</b>
<b>TOTAL ASSETS</b>	<b>\$1,139,310.80</b>
LIABILITIES AND EQUITY	
Liabilities	
Current Liabilities	
Accounts Payable	
Accounts Payable (A/P)	0.00
<b>Total Accounts Payable</b>	<b>\$0.00</b>
Other Current Liabilities	
Direct Deposit Payable	-3,939.00
Payroll Liabilities	0.00
Federal Taxes (941/944)	14,493.89
MT Income Tax	3,948.00
MT Unemployment Tax	141.36
<b>Total Payroll Liabilities</b>	<b>18,583.25</b>
<b>Total Other Current Liabilities</b>	<b>\$14,644.25</b>
<b>Total Current Liabilities</b>	<b>\$14,644.25</b>
<b>Total Liabilities</b>	<b>\$14,644.25</b>
Equity	
Opening Balance Equity	1,124,664.20
Unrestricted Net Assets	-9,178.98
Net Income	9,181.33
<b>Total Equity</b>	<b>\$1,124,666.55</b>
<b>TOTAL LIABILITIES AND EQUITY</b>	<b>\$1,139,310.80</b>

# Faith Lutheran Church, ELCA

## Budget vs. Actuals: 2023 FLC Budget - FY23 P&L

January - December 2023

	Actual	Budget	Total	over Budget	% of Budget
Income					
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%
Bank Service Charges	207.48		207.48		
C-01 Postage & Mailing	1,459.35	600.00		859.35	243.23%
C-02 Advertisement	125.00	800.00		-675.00	15.63%
C-03 All Communication Costs Telephone/Internet/Website/Dial My Calls/Zoom/Castr	2,546.94	2,000.00		546.94	127.35%
C-04 Office Supplies	1,347.26	1,000.00		347.26	134.73%
C-05 Software	2,118.13	2,000.00		118.13	105.91%
C-06 Copier Lease		1,000.00		-1,000.00	0.00%
C-06.1 Copier Usage	327.71	800.00		-472.29	40.96%
C-07 Mutual Ministry	219.25	200.00		19.25	109.63%
C-08 Synod Convention	1,385.20	550.00		835.20	251.85%
C-09 Harware	202.24		202.24		
C-10 Office Admin Technical Support		200.00		-200.00	0.00%
C-12 Bank Charges		180.00		-180.00	0.00%
D-01 Sunday School	199.00	400.00		-201.00	49.75%
D-02 Confirmation	397.88	300.00		97.88	132.63%
D-08 Vacation Bible School	2,207.58	3,500.00		-1,292.42	63.07%
D-09 Gerloff Youth Ministry Support		7,500.00		-7,500.00	0.00%
D-10 Adult Ed.		100.00		-100.00	0.00%
D-11 FLC Scholarship Awards	9,035.00	6,000.00		3,035.00	150.58%
D-12 FLC Campership Awards		2,000.00		-2,000.00	0.00%
H-01 Fellowship	442.54	500.00		-57.46	88.51%
H-01.1 Wednesday Night Alive	126.42	600.00		-473.58	21.07%

H-02 Special Events	385.73	400.00	-14.27	96.43%
H-03 Scandinavian Dinner	2,367.57		2,367.57	
H-04 Funeral Receptions	375.18	300.00	75.18	125.06%
H-05 Senior Endowment Expenses		663.00	-663.00	0.00%
OR-1 Materials & Supplies	1,644.43	500.00	1,144.43	328.89%
OR-3 End Of Life Financial Assistance		2,000.00	-2,000.00	0.00%
OR-4 Community Meals	633.57	1,200.00	-566.43	52.80%
P-01 Maintenance/Repairs/Supplies	2,316.86	2,500.00	-183.14	92.67%
P-02 Equipment Purchases		500.00	-500.00	0.00%
P-03 Utilities	9,367.61	8,000.00	1,367.61	117.10%
P-04 Insurance	17,172.00	6,500.00	10,672.00	264.18%
P-05 Snow Removal		1,200.00	-735.00	38.75%
P-06 Grounds Maintenance	465.00	1,400.00	3,120.00	322.86%
P-07 Property Taxes	1,938.83	1,700.00	238.83	114.05%
P-08 Capital Savings Contribution		5,860.00	-5,860.00	0.00%
P-09 Capital Expenditures		5,000.00	-5,000.00	0.00%
Payroll Expenses			0.00	
Payroll Expenses			0.00	
*Payroll Expenses		200.00	-200.00	0.00%
Total Payroll Expenses		200.00	200.00	0.00%
Taxes	1,628.73	2,600.00	-971.27	62.64%
Taxes/UI/WorkComp	1,364.25	3,400.00	-2,035.75	40.13%
Wages	20,934.85	22,281.59	-1,346.74	93.96%
Total Payroll Expenses	23,927.83	28,481.59	4,553.76	84.01%
SP-01 Pastors Wages	51,705.78	48,854.77	2,851.01	105.84%
SP-01A Pastor's Housing	27,923.00	26,000.00	1,923.00	107.40%
SP-01B Pastor's FICA	5,803.76	5,288.32	515.44	109.75%
SP-01C HSA		1,200.00	-1,200.00	0.00%
SP-01D1 ARP	712.21	2,500.00	-1,787.79	28.49%
SP-01E Pastor's Pension	32,961.98	31,513.20	1,448.78	104.60%
SP-01F Cell Phone for Pastor	2,505.28	1,900.00	605.28	131.86%
SP-01G Pastor's continuing Education	515.97	1,500.00	-984.03	34.40%
SS-03 Staff Cont. Education		200.00	-200.00	0.00%
W-01 Worship	1,868.92	1,400.00	468.92	133.49%
W-02 Substitute Pastor	400.00	600.00	-200.00	66.67%
W-03 Music/Equipment/Accomp	1,270.00	3,000.00	-1,730.00	42.33%
W-04 Altar Guild	74.42	400.00	-325.58	18.61%
W-05 Gerloff Music Ministry Support	1,897.00	2,000.00	-103.00	94.85%
Total Expenses	230,859.91	238,550.88	7,690.97	96.78%



# Appendix B

## Faith Lutheran Church 2024 Budget

<b>Estimated Funding =</b>	\$ 203,000.00	\$ 200,000.00	This fill color indicates funding from General Fund. With Gerloff Funds of \$33,915 \$231,038.50	
<b>Budgeted Expenses =</b>	\$ 247,812.57	\$ 259,093.50		
<b>Underfunded</b>	\$ 44,812.57	\$ 59,093.50		
Budget Line Item	2023	2024	Comments	Thrivent Gerloff Y&M
B-01 Synod Benevolence	12,000.00	\$ 12,000.00	Funded by General Fund.	
B-02 FLC Emergency Local Salvation Army	1,200.00	\$ 1,200.00	Funded by General Fund.	
B-03 Flathead Bible Camp	760	\$ 1,355.00	Funded by Thrivent Gerloff Y&M funds. 2023- 271 confirmed = (\$5 per)	\$1,355.00
B-04 Sapphire Lutheran Homes	50	\$ 50.00	Funded by General Fund.	
B-05 Lutheran Social Services	250	\$ 250.00	Funded by General Fund.	
B-06 Our Saviors Lutheran	200	\$ 300.00	Funded by General Fund.	
B-07 Hamilton Fire Department	50	\$ 50.00		
B-08 Five Valley Cluster	150	\$ 150.00	Funded by General Fund	
B-09 Prison Ministry	1,000.00	\$ 1,000.00		
<b>Total B</b>	<b>15,660.00</b>	<b>\$ 16,355.00</b>		
C-01 Postage & Mailing	600	\$ 1,600.00	Funded by General Fund.	
C-02 Advertisement	800	\$ 150.00	Funded by General Fund	
C-03 All Communication costs Telephone/ Internet/Website/Dial My Calls/Zoom/Castr	2,000.00	\$ 2,800.00	Funded by General Fund.	
C-04 Office Supplies	1,000.00	\$ 1,500.00	Funded by General Fund.	
C-05 Software	2,000.00	\$ 2,000.00	Funded by General Fund.	
C-06.1 Copier Usage	800.00	\$ 500.00	Funded by General Fund. Captures usage costs associated with copier.	
C-07 Mutual Ministry	200	\$ 200.00	Funded by General Fund.	
C-08 Synod Convention	550	\$ 1,500.00	Funded by General Fund.	
C-09 Hardware	0	\$ 200.00	Funded by General Fund. Captures "hardware" costs associated with Communications/Office admin.	
C-10 Office Admin Technical Support	200	\$ 100.00	Funded by General Fund. Captures office admin technical support costs.	
C-12 Bank Charges	180.00	\$ 100.00	Checks, etc	
<b>Total C</b>	<b>8150.00</b>	<b>10650.00</b>		
D-01 Sunday School	400.00	\$ 400.00	Funded by Thrivent Gerloff Y&M fur	\$400
D-02 Confirmation	300.00	\$ 300.00	Funded by Thrivent Gerloff Y&M fur	\$300
D-08 Vacation Bible School	3,500.00	\$ 3,500.00	funds.	\$3,500.00
D-09 Gerloff Youth Ministry Support (Includes assistance with Natioal Conventtions)	7,500.00	\$ 7,500.00	Funded by Gerloff Y&M Yearly Income.	\$7,500
D-10 Adult Education	100.00	\$ 100.00	Funded by General Fund.	
D-11 FLC Scholarship Awards	5,700.00	\$ 10,000.00	Funded by Easter Brunch, Gerloff Scholarship Income from ELCA, and Scholarship Donations	\$10,000.00
D-12 FLC Campership Awards	2,000.00	\$ 2,000.00	Donations	
<b>Total D</b>	<b>19,500.00</b>	<b>23800.00</b>		
H-01 Sunday Fellowship	500.00	\$ 500.00	Funded by General Fund	



H-01.1 Church Fellowship	1,000.00	\$ 2,000.00	Funded by General Fund	
H-02 Special Events	400.00	\$ 400.00	Funded by General Fund.	
H-04 Funeral Receptions	300.00	\$ 500.00	Funded by donations to the Hospitality Fellowship Funeral Fund subaccount of the General Fund. Support costs of funeral receptions.	
<b>Total H</b>	<b>2200.00</b>	<b>\$ 3,400.00</b>		
OR-1 Materials & Supplies	1,500.00	\$ 1,800.00	Funded by the General Fund	
OR-4 Community Meals		\$ 1,000.00	Funded by General Fund	
<b>Total OR</b>	<b>1,500.00</b>	<b>\$ 2,800.00</b>		
P-01 Maintenance/Repairs/Supplies	1,750.00	\$ 2,000.00	Funded by General Fund.	
P-02 Equipment Purchases	500	\$ 500.00	Funded by General Fund.	
P-03 Utilities	8,000.00	\$ 8,500.00	Funded by General Fund.	
P-04 Insurance	6,443.00	\$ 8,000.00	Funded by General Fund.	
P-05 Snow Removal	1,200.00	\$ 1,000.00	Funded by General Fund.	
P-06 Grounds Maintenance	1,500.00	\$ 2,000.00	Funded by General Fund.	
P-07 Property Taxes	927.33	\$ 1,000.00	Funded by General Fund.	
P-08 Capital Savings Contribution	5,860.00	\$ 5,860.00	Capital Savings will receive ~ 50% of Faith House rent received. 2024~ \$5860	
P-09 Capital Expenditures	5,000.00	\$ 5,000.00	Utilize funds from Capital Savings subaccount - expenditures over \$500 must be approved by Council.	
<b>Total P-G</b>	<b>31,180.33</b>	<b>\$ 33,860.00</b>		
<b>Total Payroll Expenses</b>	<b>161,129.23</b>	<b>\$ 158,828.50</b>	<b>Staff + Pastor</b>	
W-01 Worship	850.00	\$ 2,000.00		
W-02 Substitute Pastor \$150/eac	750.00	\$ 2,000.00	Funded by General Fund.	
W-03 Music/Equipment/Accomp	5,000.00	\$ 3,000.00	Funded by Gerloff Y&M Yearly Income. Council approves expenditure over \$500.	\$3,000
W-04 Altar Guild	150.00	\$ 400.00	Funded by General Fund.	
W-05 Gerloff Music Ministry Support	2,500.00	\$ 2,000.00	Funded by Gerloff Y&M Yearly Income, Council approves.	\$2,000
<b>Total W</b>	<b>9,250.00</b>	<b>\$ 9,400.00</b>		
<b>Grand Total =</b>	<b>\$ 247,812.57</b>	<b>\$ 259,093.50</b>		<b>\$28,055.00</b>

(\$28,055)

Current Donations \$ 148,000.00 \$ 231,038.50

## **Committee Reports**

### **Endowment Committee 2023**

The endowment committee met twice 20 2023. Once after the annual meeting and again virtually. Due to the endowment funds being below their principal balance, no monies can be used. The good news is those balances are on the rise and the endowment committee will be ready to put those funds to use here at Faith and beyond.

Amber Richardson

### **Memorial Committee 2023**

There was no activity for the Memorial Committee in 2023. We thank Carol Mitchel & Jenny Larson for serving on this committee.

### **Mutual Ministry Committee Report 2023**

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 communication.

The MMC members for 2023 year were Cory Keith (Chair) LaDonna Grotbo (Secretary), Troy Hanson, Scott Southwick, Judy Wilson, Jacque VanDenburg (Council Liaison) and Pastor Paul Anderson.

Quarterly meetings consisted of the following:

- Filing of vacant positions.

- Yearly staff reviews being completed and/or in process.

- 2024 Pastor Sabbatical.

- Ministry in community.

- Overview of upcoming church season and activities to be held.

During 2023, no changes recommended to policy.

The staff appreciation luncheon was held on December 12 in which all staff attended. Faith is blessed to have hardworking and dedicated staff members who keep the day to day operations of the church running.

Serving faithfully in Christ,

Cory Keith

Committee Chair



## 2023 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 2023, 106 quilts were shipped to the Lutheran World Relief clearinghouse in Minnesota. In addition, 20 personal care kits and 10 school kits were also sent. Eight quilts were given to Faith’s graduating High School seniors and 20 quilts were given to the local Salvation Army to help our unhoused population. Another 3 were given directly to individuals in need. Two seasonal themed quilts were auctioned before Christmas with the proceeds going to S.A.F.E. And, at the present time, there are another 70+ completed for the next shipping date. 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 68-75 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 150 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. This Party is always an enjoyable multi-generational fellowship opportunity. Donations of filler items for shoeboxes and/or money to help with this outreach 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. An email communication labeled the “Golden Group Scoop” is sent periodically to share info and activity ideas. This year activities included a salmon lunch, Lowell Baltz sharing his Peace Corp experience, Stefanie Silvan presented tips for “downsizing” a household, and a morning session where scarves & hats were made for distribution 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 “mature” age is welcome!

## KOGUDUS RENEWAL MINISTRY (2023 Annual Report to the Montana Synod)

The K.R.M. Board of Directors and I thank the Montana Synod and all who have supported this retreat ministry in 2023 and previous years. As a ministry partner K.R.M. began in 1976 under the leadership of Rev. Olaf Magis who had begun Kogudus retreats in 1969 while he was a pastor of First Lutheran Church in Glasgow, MT. The Estonian word, Kogudus, means “Christian fellowship”. Olaf chose that word to convey the **message of Christ, fellowship in Christ, and service for Christ** to describe this ministry. Kogudus retreats have been held throughout the U.S. and in other countries. In recent years, however, retreats have been held in Montana and Illinois.

The original retreat called **“Faith and Life”** is a study of the Apostles’ Creed and the New Testament Greek words for various kinds of servants. It inspires those who attend to discern their God-given gifts and consider how the Holy Spirit calls them to put those gifts to use for the common good of Christ’s Church and the world. Another retreat, **“Lament and Laughter”**, was introduced in 2011. It connects our losses to the cross and our joys to the resurrection. Dying and rising in Christ (daily baptism) is experienced at this retreat and encouraged as a daily spiritual practice.

**“Contrast Community”** was introduced in 2014. It is a retreat inspired by Dr. James L. Bailey’s book by that name and focuses on the Sermon on the Mount. **“Sojourners in Recovery”** was developed in 2003 and was first offered at Flathead Lutheran Bible Camp for those recovering from chemical or other dependencies. It connects the 12 Steps of Alcoholics Anonymous and other recovery programs with their Biblical basis to offer spiritual support and guidance to Christians and others who seek sobriety and serenity. Family members of those in recovery (or not in recovery) are encouraged to take part as well.

**“Blessed to Be a Blessing”** is the most recently developed retreat. It was offered at both state prisons in Montana in 2022. The focus of this retreat is on Christian stewardship. It may also be adapted for use in congregations. The format is the same at most Kogudus events: small group Bible study, three presentations, large group sharing, creative worship, lively singing, and joke telling.

Two retreats were held in Montana in 2023. “Sojourners in Recovery” was used at Montana Women’s Prison in Billings September 29-October 1. Twenty inmates took part; and nine team members from around the state led the retreat. The same curriculum was offered at Montana State Prison in Deer Lodge November 3-5. Twenty inmates attended and eight team members led. This included Marlow Carrels, Pastor of Freedom in Christ Ministry. Inmates at both prisons expressed gratitude and enthusiasm for being able to take part. Their responses were evident in their singing, sharing, poster making, and written evaluations. Numerous inmates have shared over the years how grateful they are to be treated with love and acceptance as fellow siblings in Christ.

“Faith and Life for Men” was held as a one-day event February 18 at St. John’s Lutheran Church in Royal, Illinois. Jay Johnson hosted and served as the Retreat Pastor. Twenty men took part from various communities throughout the state.

Tami Grosenick serves as the K.R.M. Administrative Assistant along with her position at Bethel Lutheran in Great Falls. David Deffinbaugh continues to serve as the Financial Manager; and the ELCA Foundation manages the Olaf and Darlyn Magis Endowment. More information may be found at [www.kogudus.org](http://www.kogudus.org) or by calling Rev. Greg Karlsgodt at 406-544-1699 or emailing: [gk@kogudus.org](mailto:gk@kogudus.org). The K.R.M. motto prayer is appropriate for all of us as followers of Jesus Christ:

**“COME, HOLY SPIRIT! REVIVE YOUR CHURCH! BEGIN WITH ME!”**



## 2023 Annual Report to Congregations

**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 have a new full-time campus pastor, Pastor Eric Huseth, who comes to us from serving over 8 years at Our Saviors Lutheran Church in Bonner, MT! Along with that, we have two new part-time staff members who were hired onto the Emmaus team in 2023. Caleb Koebble is our new property manager who will be handling property maintenance as well as strategic improvements. In addition, Terecita Baker joins Emmaus as our new Office Manager and will help with communications, student outreach, and social media.

**A New Era of Funding and Financial Sustainability for Campus Ministry:** 2023 saw a continued trend of transition for Emmaus and campus ministry organizations nationwide. With large funding cuts continuing to happen at the national church level in many denominations, Emmaus has seen significant cuts to its funding from national church bodies and has had to be creative in its ministry. Being in transition this past year allowed our organization to absorb several of these major funding source decreases in 2023, and our organization will need to be intentional in 2024 with growing a more diverse and sustainable revenue stream. Luckily as Emmaus rides upon the foundation of Pastor John Lund's vision of being a student residence as well as student community, we will continue to see opportunities for funding in rental income, grants, and community generosity. Pastor Eric is determined to creatively grow Emmaus' donor base in 2024 while radically ministering Jesus' love to university students and the broader Missoula area. Emmaus Campus Ministry needs YOU now more than ever to be involved and know that your gifts will make a HUGE difference for our organization.

**Student Programs:** The heart of our student group is our weekly dinner sessions on Wednesday nights during the semester with an average of about 15-20 students. These sessions always consist of cooking and sharing a meal with one another as well as rotating between a worship/ritual activity and discussion/presentation topic. We hosted a winter retreat in Georgetown, traveled to Vancouver BC for a spring break/service learning trip, went rafting and hiking over the summer, as well as held a fall retreat at Flathead Lutheran Bible Camp. We also have taken on a number of local service projects throughout the year. 2024 is looking fun and busy as we are gearing up for a winter retreat in February and a spring break/service learning trip to San Francisco, CA!

**Confluence:** Having existed for almost 10 years in several formats and versions, Confluence has built a significant following and foundation of community support. Thanks to the very capable leadership of Pastor Rebekah Cochrane, Karin Craven, Colter Murphy and others, this ministry is now standing on its own legs without needing significant resources from Emmaus as it has previously. Starting January 1st, 2024 Confluence will officially separate from the Emmaus Campus Ministry organization and will become its own ministry and 501c3. Though Pastor Eric will remain on the leadership team and students from Emmaus will continue to be involved, we are tremendously excited about this new chapter for Confluence! One of the purposes of Emmaus is to be an organization that allows new ideas of the church to come to life and Confluence is a significant example of how this mission can be successful! Praise God!

**Community Outreach and Programs:** Even in a transition year, Emmaus Campus Ministry has continued to be a bridge for students to connect with the broader Missoula community. Our Faith and Climate Action (FCAM) program, made up of both community members and students, has been active throughout 2023. Through grant funding from Humanities MT and support from various community groups, they hosted a variety of voices and perspectives including Dr. Beth Schenk, the Executive Director of Environmental Stewardship for Providence Health; Dr. Christopher Preston, Professor of Environmental Philosophy from the University of Montana; Bob Quinn, author and founder of Montana Flour and Grains, Inc.; and CSKT Tribal Chairman, Tom McDonald.

Emmaus was also a co-sponsor this autumn of a large and well received interfaith vigil for peace in Israel Palestine that was attended by several hundred students and community members. Under new leadership, we will continue to be intimately connected to social justice and ways to witness Jesus' love for the world publically. Through this commitment, Emmaus will continue to be a partner and model justice in 2024.

**Buildings and Grounds:** Minor updates to all the properties were completed this summer including new thermostats, wiring for internet, and painting. A new lock and keypad system was installed in all properties. Emmaus continues its close and positive partnership with Wesley House and will manage and coordinate needed maintenance on those houses in the coming year. Pastor Eric and Caleb will apply for grant funding for more major renovations and improvements in 2024.

**STAY TUNED FOR EMMAUS CAMPUS MINISTRY'S ANNUAL REPORT with financial details in our winter newsletter!**



# Flathead Lutheran Bible Camp

## 2023 ANNUAL REPORT SUMMARY

*"Thank you for the incredible generosity and hospitality. We had a wonderful weekend. The sauna is lovely. Your staff is so helpful and kind. We love FLBC — it is such a sacred place." ~ Weekend Retreat Guests*

## 2023: THE YEAR AT A GLANCE

<p>The year-round staff, led several Outreach programs, for youth at churches – only a 'few' had to cancel because of snow</p>	<p>Summer staff recruitment: Karen, Program Director, &amp; Richie, Wilderness &amp; EE Director, visited college campuses around the country to recruit the best summer staff ever! Including 5 international staff!</p>	<p>Year-round staff, travel to Lutherhaven for summer planning retreat &amp; to learn from our counter parts in camping ministry in Idaho.</p>	<p>Pastors Grant &amp; Amanda Applehans accepted the call to serve as Co-Associate Directors, overseeing development, marketing, retreat programming, day camp, volunteers etc.!</p>
<b>JAN '23</b>	<b>FEB '23</b>	<b>MAR '23</b>	<b>MAY '23</b>
<p>A wonderful summer with 2,225 campers, learning through activities, worship and Bible study, with our theme, "Holy Trinity – Wholly Love"</p> <p>Cabin #1 is now the new Sauna dedicated to God's glory in honor of Don Stadler, volunteer builder.</p>	<p>Celebrating 80 years of ministry! Over 300 people gathered to hear retired directors Rev Gary Cockrell and Brad Abbott, share the history of the camp. Cindy Pokorny created beautiful photo presentations of the 80-year history of FLBC! All enjoyed a picnic, and concert with 'Just Move.'</p>	<p>A notice of \$35,000 given to the Shalom Home...construction begins with contractor Tim Rogge. Architect, Gretchen Krumm</p>	
<b>SUMMER '23</b>	<b>JULY 1 '23</b>	<b>AUG '23</b>	
<p>Goal reached to re-build the outdoor chapel, with 27 benches adopted. Construction began this fall. Amphitheatre remodel fund raising project begins. 55 benches needed, \$750 each, with a plaque for each one.</p>	<p>Program begins to engage donors in Naming an Endowment, for staff scholarships. \$25,000 per year for 5 years, for a total of \$125,000 to start generating funds for staff scholarships. To date, two funds have been established.</p> <p>Pastors Grant &amp; Amanda Applehans installed as Associate Directors.</p>	<p>We welcome new Community staff members, and plan the programs for the Harvest Festival, Grief retreat, the Bible in 24 hours, Advent retreat, young adult retreat and much more!</p>	
<b>SEPT '23</b>	<b>FALL '23</b>	<b>WINTER '23</b>	

## 2023 BY THE NUMBERS!

**1742** guests (retreats/events/EE Students) served during our fall, winter, & spring programs • **150** participants served in 3 communities during Fall/Winter/Spring through our outreach program • **7** weeks of regular FLBC Summer Camp for youth, families, and groups + **2** additional weeks of serving Intermountain Residential and Montana Youth Diabetes Alliance! • **815** Youth, on site campers (week-long, day campers and partial week campers) • **191** Glacier Wilderness campers • **154** Week-Long Family campers & Grand campers • **1065** Summer Retreat guests (June, July and August) • **18** weeks of Day Camps in congregations, with over **380** campers! • **50** Incredible adult volunteers • **58** Summer staff from **13** different states and **3** countries joined our **12** year-round staff to make **1 AWESOME TEAM!**



406.752.6602 • 603 S. Main Street, Kalispell MT 59901 • office@flbc.net • www.flbc.net