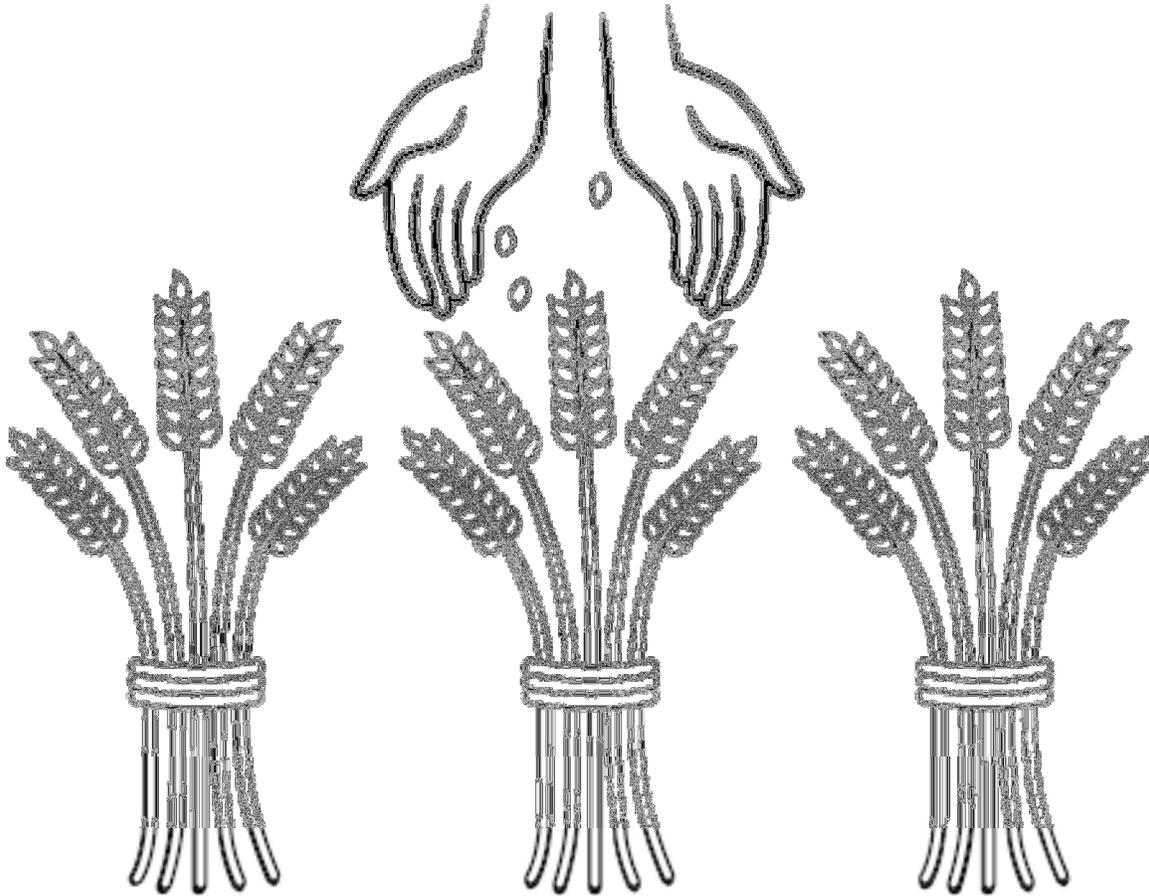


Friedens Annual Report-2013
January 26, 2013- 9:30 AM
Marc Hayden, Senior Minister
Sarah Haas, Associate Minister of Children and Youth Ministries
Steve Mojonier, Student Pastor

And the one who sows bountifully will also reap bountifully

The one who sows sparingly will reap sparingly



Each of you must give as your heart makes up your mind

Not reluctantly or under compulsion, for God loves a cheerful giver.

2 Corinthians 9:6-7

8300 S. Meridian St.
Indianapolis, IN 46217
317-881-6779
www.friedensucc.org

Table of Contents

Minutes of 2013 Congregational Meetings

Senior Minister Report

Associate Minister Report

Student Pastor Report

President Report

Building and Grounds Ministry

Christian Education Ministry

Communication Ministry

Environmental Ministry

Equipping Ministry

Fellowship and Events Ministry

Membership Ministry

Outreach Ministry

Stewardship Ministry

Technology Ministry

Worship and Arts Ministry

Finance Ministry

Annual Congregational Meeting- January 27, 2013

President, Bill Richmond called the meeting to order at 9:35 on Sunday January 27, 2013

Meeting opened with a song performed by the Youth Choir Lead by Ellen Weimer

No Matter Who by Roger P. Miller, Piano arrangement by Sherri Hansen

All present are invited to join Psalm 89:1 in singing the chorus: *No matter who, no matter what, no matter where you are on the journey of life; you're welcome, welcome in this place.*

Bill then presented the agenda for the Annual Meeting.

- Opening Prayer
- Quorum Determination
- Minutes from November, 2012 Meeting
- Annual Report Highlights
- 2012 Financial Summary
- Recognition of Outgoing Council Members
- Nomination & Vote on New Council Member
- A Look Forward at 2013
- Closing prayer

Pastor Sarah led the group in prayer and thanked everyone for their attendance this morning.

- **Quorum** – Bill Richmond
 - Friedens has 677 members and to meet quorum there needs to be 68 members in attendance - 10% of the congregation
 - It was established that a quorum was present with more than 69 members in attendance.
- **Minutes** – Rebecca Rissel
 - Minutes of the Congregational Meeting, November 18, 2012 were available for review. Diane Donnelly motioned that the minutes be approved as written. Sheila Leachman seconded the motion. Motion carried.
- **Annual Reports Highlights** – Bill Richmond
 - Annual Reports were emailed to the congregation and available at the table by the door.
 - 16 reports submitted
 - **Summary**
 - **Familiar Faces in New Roles:**
 - Erica Bair takes on Student Pastor Responsibilities. She is very grateful for the opportunity and all of the hands-on experience.
 - Mari Prior fills the Office Manager Role. Mari has done a wonderful job and has been accommodating. She is also working on ways to cut costs.
 - Pastor Sarah shifted to part-time and Maeleah joins the Haas Family
 - **Outreach, Service & Stewardship:**
 - Tornado & Richmond Hill recovery assistance

- Dominican Republic and Local Youth Service Learning Experiences
- Faith Forward: Global Ministries in Chile & Hunger Inc.
- **Worship, Fellowship & Administering of Rites:**
 - Over 150 Services led by our Senior Pastor
 - Welcomed 16 Adults into Membership
 - Confirmed 8 youth into membership
 - 11 Funerals, 9 weddings & 8 baptisms performed
- **2012 Financial Summary** 1/1/2012 through 12/31/2012 – Bill Richmond
 - Total Beginning Balance - \$188,814.00**
 - Operating Fund – beginning balance was \$27,435.00
 - Operating Fund is up 2% in 2012
 - Building Fund – beginning balance was \$27,483.00
 - Building Fund is down 49% in 2012
 - This drop was expected and not a big concern because the building has now moved to the operating budget - the mortgage is being paid from the operating fund.
 - The David Fund – beginning balance was \$133,896
 - Memorial Fund and Endowment Fund were combined into one fund, David Fund, in 2011
 - The church received a wonderful undesignated gift from the estate of Susan Dammeyer in the amount of \$185,000.00 over the last two years
 - A wonderful blessing, but we can't always count on such large bequests in the future (not a normal giving pattern)
 - The David Fund is down 22% from last year
 - 2012 Expenses
 - Operating Expenses were \$629,208.00
 - up 21% – primarily because the mortgage was moved from the building fund to the operating fund in 2012
 - Building fund Expenses were \$250.00
 - Went down significantly because we closed out the mortgage and the contract with the builder
 - David Fund Expenses - \$9,554.00
 - went down 65% – a small percent of the David Fund was used to remodel the Choir room.
 - Overall total 12 month expenses for 2012 budget are down by 6%
 - Faith Forward – started in April 2012
 - Faith Forward Campaign was designed to offset the gap between giving and operating expenses for 2012
 - 2012 Receipts - \$45,313.00

- Faith Forward 12 month expenses = \$9,531
 - 10% of the Faith Forward tithing goes to local ministries and community partners
- Ending balance = \$35,782.00
- Actual planned budget we voted on in 2012 - \$682,727.00
 - 12 Month Expenses - \$629,208.00
 - There was an increase in total funds from 2011 to 2012
 - Without the \$82,691.00 from the David Fund we would have operated at a loss in 2012
 - The Operating budget was increased by 10% from 2011 to 2012
 - The total 2012 budget was decreased by 18% from the 2011 budget
 - Variance – some programs were cut to reduce expend ensures and come below the 2012 budget by \$34,184.00
- Friedens Budget Trends
 - The Church Council has been working on bringing the budget down since 2009.
 - Making it a realistic budget with less variance between receipts and expenses.
 - Working on increasing communication about financials
 - Adjusted Data – without the David Fund (gifts/trust income) we have been operating at receipts less then expenses being paid for the last couple of years – this is not sustainable
 - In 2012 Receipts and Expenses are coming together
 - We are now beginning to close the gap between Receipts and Expenses
 - Part of this is due to the fact that Pastor Sarah is now part time. This cut our cost, but this savings is only temporary. We need to continue to think about the future and our continued financial health.
- **Questions about Financial Summary – Bill Richmond**
 - Jim Eichelman’s question – How does this correlate with our giving units? Have our giving units gone down?”
 - Bill Richmond responds to the question – Larry Phillips and Jeff Brodzeller did some data research within Church Windows and determined in 2012 Friedens had 272 giving units. Currently we don’t have the number of giving units from previous years. Perhaps we can go back and find the date for giving units from previous years.
 - There is a large variance between annual giving among Friedens giving units. The top is very different from the bottom of that. In the past we ask everyone to give an extra \$8.00 a week for 52 weeks. That is a lot to ask those who are giving what they can if they are the 40 giving units who annual give \$100 or less or the 52 giving units who give \$101 - \$500 annually. On the other end 60 giving units give \$2,000 - \$5,000 and 27 giving units give \$5,001 - \$10,000.

- Bill shares that we can sustain with what we have received, but if had more we wouldn't have to cut programs and we could do much more.
 - ◆ Bill encouraged everyone to think about what you and your family gets out of this church. Prayerfully consider and do what you can. Challenge yourself really think about you can do and give.
 - ◆ If you have friends or family members who are looking for something that they need or find something in their lives that can help them out in these challenging times - bring them to church or social groups at Friedens.
- Kathy Hoke's comments and questions – Kathy first thanked Bill for his comments and stated that if you can't give your money please think about giving of your time as well. It is equally as valuable.
 - 1st question is for the Finance Ministry for Kim Yager. The ending balance for the mortgage stop in Aug. can we get the Dec. number? Bill asked Kim if she happened to have that number. Kim states it must have gotten cut off with the copy and paste. I went down about \$2,000 – \$3,000 each month. If you extrapolate that you are looking at about \$6,000 less than what is shown on the mortgage summary.
 - Bill reminds the congregation that last year we were able to get a rate adjustment on the mortgage, lowering the interest rate without extending the term of the loan. We are currently paying at the old rate to pay ahead each month (paying a higher % of the mortgage). This gets us ahead on the mortgage before the planned rate adjustment in 2014 of \$5,000.
- **Outgoing Council Members/ Recognition**
 - Tom Probasco – Environmental Chair
 - The first environmental chair - this ministry was created 3 years ago. He has done a fundamental job overseeing the creation of the butterfly garden, community garden, Energize Indiana Audits, and the recycling program. Thank you Tom for your dedication working hard right up to the end of your term.
 - Adam Hayden – Equipping
 - Built the Equipping Ministry. Adam often leads the Shalom Service and had been a phenomenal resource.
 - Sharon Summers – Outreach
 - Thank you for your work. Sharon has done a phenomenal with the Outreach Ministry, both with local and global outreach. Sharon oversaw changers how we donate our money, making sure that the programs we support align with the values, mission and vision of Friedens. Thank you for what you have done.
 - Larry Phillips – Technology
 - Thank you for your organization and support with the Technology ministry and helping with data analysis
 - Joe Waltermann - Vice President
 - Thank you for your expertise, knowledge, time and support during your 3 year term as Vice President.

- Justin Brady – Buildings & Grounds
 - Thank you for your commitment at maintaining the facilities implementing cost effective improvements for the last year.
- **Nomination & Vote for Open Council Positions**
 - Outreach Ministry Chairperson nominee: Sharon Hedegard
 - Sharon has offered to do this position for a year until we can find a person to take the two year balance of the term.
 - Buildings & Grounds Chairperson nominee: Ben Roberts
 - Ben and his family are new members to Friedens. Ben is a Fireman by trade and is currently training to become a paramedic. Ben will replace Justin on the council finishing out the remaining two year term.
 - Tim Hoke motioned to approve and elect Sharon Hedegard as the Outreach chairperson and Ben Roberts as the Buildings & Grounds chairperson. Pat Granger seconded and the motion carried.
 - Still need to fill the important position of Council Vice President
 - Key role
 - If you would like to find more about this position or have a friend who would be a good candidate for this position please contact Bill Richmond
- **Church Council Positions that need filled in 2014**
 - There are a lot of council positions that will need to be filled in 2014
 - President
 - Vice President
 - Secretary
 - Finance Ministry/Treasurer
 - Outreach Ministry
 - Personnel Ministry
 - Worship & Arts Ministry
 - Communications Ministry
 - Christian Education Ministry
- **Coming in 2013**
 - Communications and Resource Changes
 - If you currently are on the list for electronic mailings you will still receive the newsletter and other communications via email.
 - Begin mailing monthly Newsletter to those who are not on the electronic list.
 - We only have a small percentage of email address for the congregation.
 - Church office will now be open the first Sunday of the month between services at 9:30
 - Events

- Ash Wednesday Service, February 13 begins the Lenten Season
- Easter is March 31
- Spaghetti Dinner, Friday, March 15 – fundraiser for Service Learning Experiences (Mission Trips / Global travel)
- Watch for special concert events in upcoming newsletters and bulletins
 - Friedens Special Concert Series
 - ◆ Sunday Feb. 24th at 4pm Indianapolis Brass Choir

- **Challenges in 2013**

- **Identify Leaders for Executive Council for 2014:**

- Vice President, 2013
 - 3 Year Term focused on learning in 2013 and prepared to provide strong support role in 2014 for President, Treasurer and Secretary - or -
 - ◆ 1 Year to become acclimated to council and take over President Duties in 2014 & 2015, with a new VP brought on in 2014.
- Executive Council will need new leadership in 2014 – the entire executive council retires after this year, except the Vice President (which still needs filled)
 - President
 - Treasurer
 - Secretary

- **Identify Ministry Leaders for 2014:**

- Christian Education Ministry
- Communications Ministry
- Outreach Ministry
- Personnel Ministry
- Worship & Arts Ministry

- **New Sanctuary Roof:**

- It is expected that the roof will need replaced within the next three years
 - Anticipated cost will be researched by Ben Roberts – could be six figures
 - ◆ The last inspection revealed that it will need to be replaced within the next three years
 - ◆ A full replacement
 - ◆ It is a steep pitch and a large roof
 - Not budgeted in 2013 – need to be prepared to address it
 - Funding Options:
 - ◆ Raise Capital in the Building Fund
 - ◆ Apply Dollars from the David Fund
 - ◆ Additional Loan to cover all or part of the cost – this is probably not the direction we want to go with the mortgage we are still paying off for the CLWC

➤ **Faith Forward** – not just on Sundays, not just a fundraiser.

▪ **Vision**

- To fully fund the church budget – in 2012 it did make a contribution toward this goal
- Also intended for debt reduction (paying of the mortgage from funds above and beyond)
 - ◆ We did not get the funds to make a significant impact / contribution on debt reduction
- Direct community and global outreach ties
 - ◆ We did so with Hunger Inc. in 2012
 - ◆ We will support the Wheeler Mission in 2013
 - ◆ Elena Huegel a missionary in Chile

▪ **Goals**

- Raise \$170,000 a year over the next 3 Years – for a total of ½ million dollars
- 10% Tithe of our Faith Forward Offerings to support Local and Global Outreach

▪ **Needs**

- Congregational involvement, commitment and support
 - ◆ Council will continue to talk about this and what Faith Forward means and how to support our programs and outreach now and in the future
- Offering envelopes are the same as last year – 3 categories
 - ◆ Operating – now includes the mortgage
 - ◆ Faith Forward
 - ◆ Building – capital funding
- The Council will be discussing the option of changing the envelopes with just one category of Total Offering
 - ◆ Possibility for future envelopes

• **2013 Outreach Opportunities**

- Wheeler Mission - Faith Forward Local Outreach Partner
- Bread for the World – 2nd Thursday at 1:00 PM
- Midwest Food Bank – 2nd Thursday at 7:00pm
- Local Outreach Week for Youth in June

• **Volunteer Opportunities – if you have a passion we can help direct it**

- Council Membership
- Upcoming Council Openings: President, Treasurer, Secretary, Christian Education, Communications, Outreach, Personnel, Worship & Arts
- Ministry Teams – Speak Chair Person or Swing by the Council Booth
- Ushers: See Bob Cox
- Greeter Sign Up at Welcome Desk

- **Fellowship Opportunities**

- Musical Groups:

- Chancel Choir, Hand Bell Choir, Sounds of Peace
- Psalm 89:1, Joyful Noise, Praise Makers
- Upon This Rock – please see Ken Granger if you are interested

- Christian Education:

- Sunday AM: Adult Classes, Study Groups, High School and Middle School Youth Groups, Treasure Seekers

- Social Groups:

- Friedens Folks, Friedens Friends, Friedens Fun, Women’s Guild, Ladies Night Out, Dad Dinner, Men’s Breakfast, Walk the Walk...

- **Thank You** – for taking time on your Sunday morning to attend the congregational meeting

- For All You Have Done, For All You Have Given, For All You Will Do, and For All You Will Give

- Please share this information with your family and friends. Contact Bill Richmond for any comments or questions.

- **Closing Prayer** – Pastor Marc

Meeting Adjourned with a closing prayer from Pastor Sarah at 10:29

Submitted by:

Rebecca Rissel

Church Council Secretary

Annual Congregational Meeting- November 10, 2013

President, Bill Richmond called the meeting to order at 9:39 on Sunday November 10, 2013

Bill then presented the agenda for the Congregational Meeting.

- Opening Prayer
- Quorum Determination
- Minutes from January, 2013 Meeting
- 2014 Budget Review & Discussion
 - Budget Overview & Current Financial Position
 - Mortgage Update
 - Faith Forward
 - Projects to be Presented in January
- Vote on 2014 Budget
- Review Recommended Changes to our Constitution
- Vote on Changes to the Constitution
- Present 2014 Council Nominees & Openings
- Vote on New Council Members
- Closing prayer

Pastor Marc opened the meeting with a prayer.

- **Quorum** – Bill Richmond
 - Friedens has 653 members and to meet quorum there needs to be 65 members in attendance - 10% of the congregation
 - It was established that a quorum was present with more than 68 members in attendance.
- **Minutes** – Rebecca Rissel
 - Minutes of the Annual Congregational Meeting, January 27, 2013 were available for review. Lisa Haver motioned that the minutes be approved as written. Sharon Hedegard seconded the motion. Motion carried.
- **2014 Budget Review & Discussion** – Bill Richmond
 - 2014 Ministries Budget Review – Ministry teams studied their 2013 budget trends and actual spending and used this information to project and create a budget for 2014.
 - 2014 Ministry Budgets are \$2,200 below last year's operating budget - this reduction was intentional
 - Ministries Budget highlights – continue to pare down budgets and continue to do great work at Friedens and in the community
 - Outreach increased by \$8,000
 - Some line items (Faith Forward) are moving into Outreach's budget.
 - Communications decreased by \$1,240
 - Some budget items were moved to the Supplies and Administration budget (office work)
 - Equipping ministry budget was reduced by \$1,300

- Jeff Brodzeller has done a wonderful job making connections with the community (partnership with Glenns Valley Elem.)
- The bottom line – the 2014 budget is comparable to the operating budget from 2013- with some minor changes and movement of budget line items.
 - The budget decrease does not represent a lack or reduction of activity. We are being diligent with our funds
 - and continue to increase our time, talent and treasure as we support global and local ministries (community partners)
- Budget Snapshot
 - Total Ministries budget \$530,416.49
 - Mortgage payment each month = \$8,473
 - Mortgage interest and principal for 2014 = \$101,706
 - Total Operating budget at \$632,122.85 vs. \$633,951.57 last year (for 2013)
 - Salary and Benefits are slightly up from last year -: \$293,661.49 (increased by \$1595.92)
 - 2% salary increase in base pay for Pastor Marc and Pastor Sarah (still doing working part time)
 - Office staff will receive a onetime 1% bonus (based on the 2012 rate)
 - Dorothy Rees, Administrative Assistant retired (so that part of the budget is gone). Mari Prior has increased her job description by assuming the administrative assistant responsibilities.
- Budget Overview & Current Financial Position
 - Budget is realistic and covering our needs
 - Financial performance Year to Date – Kim Yager puts this together on a monthly basis
 - Looking at the first column – current operating budget is below (in the red)
 - ◆ Negative delta (gap) – what we need vs. what we have
 - The gap continues to grow each month
 - ◆ What we need each month is calculated by the annual budget divided by 12 months – assuming we are doing everything we plan in the budget.
 - In reality we look at the year and what we can back away from - covering essentials. We work responsibly with actuals (what we receive) cutting projects where needed so not to overextend
 - Offering next year will be simplified into one fund – only one line on the envelop labeled offering
 - Not breaking it down into different components (Operating, Building, Faith Forward)
 - ◆ Please don't back away from these funds we still need those funds to eliminate our budget gap
 - Faith Forward has been beneficial (even though it has been confusing) We have done great outreach with the funds designated to Faith Forward
 - ◆ Please don't take away if you give to the Building Fund, Operating Fund and the Faith Forward Fund. **Please shift this giving into Offering Fund in 2014**
- **2014 Financial Summary**

➤ Current Funds (general funds) is the total of the Operating Fund, Building Fund, and Faith Forward Fund.

- Current Funds is like your checking account – the money we freely move around. We can access the funds at any time to pay the bills
 - Beginning Balance on 12/31/12 = \$54,886
 - 9 month receipts = \$440,090
 - 9 month expenses = \$428,712
 - Ending balance on 9/31/2013 was \$66,264
 - ◆ \$11,378 ahead (in the black) – going in a positive direction
 - ◆ Doing what we can to stay in a financially healthy spot – doing what we need to and prioritize the most important services
 - Without cutting the services and programs that the congregation supports and having the money to pay the bills

➤ David Fund

- The David Fund is like your savings account
 - Beginning Balance on 12/31/12 = \$207,032
 - 9 month receipts = \$16,119
 - No expenses
 - Ending balance on 9/31/2013 = \$223,151 (\$16,119 ahead – in the black)
 - ◆ **The David Fund** – This fund is designed to combine the Endowment Fund and the Memorial Fund into a single donor specified fund. This fund will consist of one-time donations and special donations that are over and above regular offerings and not specified to be applied to any budgeted items.
 - ◆ Up to 25% of the fund not to exceed \$25,000.00 can be approved with a two-third majority vote of the Church Council.
 - ◆ No more than 50% of the funds can be used in any given year unless approved by a majority vote of the Congregation and Quorum after first being approved by a two-third majority vote of the Church Council.

➤ Both the Current Fund (“checking account”) and the David Fund (“savings account”) are both in the positive and going in the right direction

- With the prioritizing and responsible spending – Friedens is financially solvent

➤ **Budget Gap Projection**

- Projected budget gap
 - What we bring in vs. what we have planned for the year
- Projected gap was \$64,800
 - Actual gap was \$47,165

• **Big Projects Ahead:**

➤ Sanctuary Roof

- Will need to be replaced with in the next 3-5 years
 - In January, 2014 we will review 2013 Year End Financial Position and present options for roof replacement.

- ◆ Projected Cost: Received Quote + 15% at \$35,000. Removes current shingles and paper and replace with new paper & shingles. Added 15% for unforeseen damage due to leaks over the years.
 - Something we will want to take into serious consideration.
 - ◆ Decide if we want to use our cash reserves to pay for the roof replacement or take out a loan
- Education Wing Restrooms – fundamental problems with the plumbing
 - Another big project for the congregation to consider
 - Nursery Flood - On July 4th a pipe broke in the nursery and flooded the nursery and adjoining areas (we are fortunate that Pastor Sarah entered the building had found the leak or it would have been a larger and more expensive repair.)
 - The council decided to do a temporary repair in July – costing \$1,625.00
 - ◆ During repair and clean-up mold was found in the drywall
 - ◆ The first step to restoration was renting dryers and dehumidifiers – costing \$625.00
 - ◆ To repair the plumbing and drywall cost \$1,000.00 (a temporary fix)
 - In the future the plumbing nursery and surrounding bathrooms will need to be updated
 - In January, 2014 we will review 2013 Year End Financial Position and present potential plans for restrooms
 - ◆ Projected Cost: Ball Park estimate is \$30,000 for suggested upgrades and remodeling.
- **Mortgage Update**
 - Signed as 25 Year, 5 Year Constant Maturity Loan, rate of 6.125% (\$8,473/mo), floor 6.0%
 - Every five years the mortgage rate will adjust to the 5 Year Constant Maturity Treasury Rate + 3.25%
 - A 5 year rate adjustment on the loan is set to occur on 6/26/2014.
 - Mortgage Rate Adjustment with our Mortgage Holder, Citizens Bank
 - Rate Adjust Purchased for \$250.00 Oct. 2012 New rate 5.75% (\$8,203/mo), new floor of 5.5%
 - Citizens has offered Friedens UCC the opportunity to adjust the current rate to 5.75% at a monthly payment of \$8,203, effective upon executing the appropriate documents and paying a \$250 processing fee.
 - ◆ Treasury Rate when adjusted: 0.73%,
 - ◆ Treasury Rate this week: 1.37%
 - ◆ Treasury Rate 6/26/2014: TDB
 - The 5 year rate adjustment set for 6/26/2014 will still be in effect, however, Friedens will benefit from a \$273 savings per month until that time.
 - We have budgeted, & will continue to pay, the original amount, \$8,473/mo. The \$273 savings will be used to help pay down the principal.
 - ◆ By June, 2014 we will have already paid almost \$5,000 off the principal

- **Questions:**

- Mortgage:

- Carl Sorensen asked “When is the payoff date of the mortgage” Bill Richmond responded “It is a 25 year mortgage and we are in year 5. We have 20 years left to pay off the mortgage. This will be shortened some but not dramatically at the rate we are going- by paying ahead.”

- Building repair:

- John Cunningham asked a question about the projected cost for the roof replacement. “Why was only 15% increase added to the projected cost for the Sanctuary roof replacement? Why not a 20% budget increase and have more finances for unforeseen damages?”
 - Bill Richmond responds that he is not a Building and Grounds expert. It has come to his attention that it should be significantly more and that his suggestion of 20% is duly noted.

- **Faith Forward**

- As we go into 2014 Faith Forward will no longer have a line on the offering envelopes. Envelopes will now have a singular offering line.

- Faith Forward has been beneficial (even though it has been confusing)

- Faith Forward has had a positive impact and allowed us to become involved in programs that we were not doing previously.

- We are short of what we hoped to do, but it has had positive effect on our overall budget
 - Purpose was to square up annual budget. In addition, it was meant to encompass “stretching” items of youth and equipping expansion, global mission investment which has been fulfilled with our commitment to Elena Huegel and debt reduction

- With Faith Forward we have been able support and foster new relationships with four community partners: Hunger Inc., Wheeler Mission, Perry Seniors, and Exodus.

- We will continue to support our community partners for the next two years
 - Missions selected to benefit from the Faith Forward will still get a contribution by identifying the funds given to Hunger Inc. and Wheeler Mission and the same percent will be donated to Perry Seniors and Exodus.
 - The amount will be added to the Outreach Ministry budget for donation to Perry Seniors in 2014 and Exodus in 2015

- **Congregational Vote – 2014 Budget**

- Total 2014 Operating Budget - \$632,122.85 (slightly less when compared to last year)

- Bill Richmond asked for a motion to accept the budget as written. Bob Craig motioned the congregation to accept the proposed 2014 budget. Carl Sorensen seconded. Motion passed.

- **Constitution Changes**

- Primary change is the church council terms and council meeting schedule

- Executive Council Positions (President, Vice President, Treasurer and Secretary) will change from a 3 year term to a 2 year term
- Ministry Team Chairs will be for a one year term with a cap of 2 consecutive terms in any one stretch serving on the council.
- Meeting requirements - Moving to a minimum of six full council meetings annually instead of twelve (meeting every other month)
 - Council meetings will become mandatory to ensure effectiveness with fewer meetings

- Committee/ministry meetings will be held prior to council meetings on the same night, to insure continuity of messaging and progress
 - ◆ A team approach - Council members need to work on building their teams to have a key group that would be willing to be a council representative on a rotating basis
 - ◆ The ministry teams have already begun meeting before the council meetings and Bill Richmond discussed how wonderful it is to see active committees meeting on the same day bringing their progress and feedback to the council meetings.
- The Executive Committee is always available to meet when an urgent matter dictates
 - The enacted Bylaws must allow for write-in candidates and the election of Officers and Council Members
 - The President, Vice President, Secretary, Financial Ministry Chairperson acting as Treasure, and Pastors shall comprise the Executive Committee of the Church
- This new approach would be on a provisional – adjustments may have to be made
- **Questions on Constitution Changes:**
 - Jim Eichelman – “What will be the source of the non-executive committee members be (regular council members)? Will it be a voted on by the congregation (with quorum) or from the ministry teams? How will it work?
 - Bill Richmond – “It will continue as it is currently being done. A slate will be presented to the congregation during a congregational meeting (with quorum) and a vote will take place by the governing body (congregation). Recommendations will be made (hopefully) from within the ministry teams/committees on a rotating basis. Everyone in the congregation is eligible for nomination.”
 - Rex Hedegard – “How difficult will it be to reverse it if it doesn’t work?”
 - Bill Richmond – “If we find that the new council terms and schedule doesn’t work there will need to be another vote by the congregation (with quorum) to change the Constitution back.
 - Rex Hedegard suggests putting in another motion to take a look again at these changes in two years and reevaluate and make permanent at that time.
 - Bill Richmond responds – “Do we need to put a note in the official meeting minutes that we will reevaluate these changes in two years?”
 - Roger Engelau – “You are making changes to the constitution. It will take 2-5 years out to see if these new changes are productive. The changes will last or stay until we (the congregation/governing body) decide to make changes to the constitution again.”
 - Joe Waltermann suggests that we approve these changes and see where it goes and we can- as a governing body- decide to change it if needed.
- **Congregational Vote – Constitution Changes**
 - Bill Richmond asked for a motion to accept the changes to the Constitution as written. Jim Eichelman motioned the congregation to accept the proposed changes to the Friedens Constitution. Carol Cox seconded. Motion passed.
- **Council Ministry Chairperson Openings and Nominations 2014**
 - 50% of the council and all of the executive council are changing in 2014
 - President: Joe Waltermann
 - Vice President: Doc Rissel
 - Treasurer: (open)

- Secretary: Carrie Sorensen
- Outreach: Mike Hastings
- Personnel: (open)
- Worship & Arts: Ellen Weimer
- Communications: Kimberly Kissel

- **2014 Council Congregational Vote**

- Lisa Brinker makes a motion to approve new Council Members: President: Joe Waltermann, Vice President: Doc Rissel, Secretary: Carrie Sorensen, Outreach: Mike Hastings, Worship & Arts: Ellen Weimer, and Communications: Kimberly Kissel. Heidi Richmond seconded the motion. Motion carried.
- Treasurer and Personnel Ministry are still open. They will be filled and voted on at the next Congregational Meeting on January 26, 2014
 - Treasure is a significant role in daily operations. Kim Yager has done an exemplary job. This is not a position that can remain vacant.. It has been difficult to find a person to fill this role with its current level of responsibility and time commitment.
 - Council discussed that it may be necessary to pay a book keeper to do the day to day financial/treasure responsibilities.
 - ◆ A part time employee to help reduce the time commitment and responsibility of the church council treasurer. Council treasurer is currently an unpaid role that requires a lot of attention and detail.
 - ◆ There is currently a \$15,000 line item in the Personnel Ministry budget that can be used to pay salary of a book keeper. We don't know that it will cost \$15,000 to pay a book keeper. We don't know what the cost will be yet.
 - Personnel Ministry is a very important position. The council can operate for a short term without this position being filled, but would rather not. Looking for an individual to be an advocate for the church staff (understand their needs).

- **2014 Church Council**

- Joe Waltermann – President (2015)
- Doc Rissel – Vice President (2015)
- Carrie Sorensen – Secretary (2015)
- **Open** – Finance Ministry/Treasurer (2015)
- Ben Roberts – Building & Grounds Ministry (2014)
- Mike Hastings – Outreach Ministry (2014)
- Jeff Brodzeller – Equipping Ministry (2015)
- Lisa Brinker – Fellowship & Events Ministry (2014)
- Danny Sullivan – Membership Ministry (2014)
- **Open** – Personnel Ministry (new 2014)
- Ellen Weimer – Worship & Arts Ministry (2014)
- Ellen Tuttle – Stewardship Ministry (2014)
- Maria Smith – Technology Ministry (2015)
- Kimberly Kissel – Communication Ministry (2014)

- Jeff Fischer – Environmental Ministry (2015)
- Lisa Haver – Christian Education Ministry (2014)
 - Thank you for your commitment and wiliness to serve.

- **Thank You**

- For All You Have Done,
- For All You Have Given,
- For All You Will Do,
- For All You Will Give
 - Bill extends a personal thank you to the congregation for all of your support over the last three years.
 - Please stay involved and stay connected
 - Keep the lines of communication open

- **Closing Prayer**

- Meeting adjourned with a closing prayer from Pastor Sarah at 10:29

Submitted by:

Rebecca Rissel

Church Council Secretary

Annual Report from Senior Minister 2013

Rev. Marc Hayden

Today I look back with gratitude over twenty years as your pastor. Thank you for a wonderful celebration on Thanksgiving Sunday! All the festivities, kind words and wishes, generous gifts and delicious goodies at the reception made me feel very appreciated. I count it a great honor to serve as your pastor.

God is good and is blessing our time together. In service to the way of Christ and empowered by the Spirit of Christ over these twenty years, we have shared in:

- Discerning and advancing the mission God has given us to share the love of Christ near and far.
- Doubling the size of and renovating the church campus. Our beautiful, full-service facility is well used by our congregation and the community.
- Adding staff who enrich our lives and ministries. When I started in 1993 the church staff consisted of a pastor, secretary, custodian and organist/choir director. Today we are grateful for three pastors, three music leaders, an office manager, A/V Technician, custodian and three nursery caregivers.
- Adding key lay leaders to the church council (from a total of 12 to 16 today) plus a parish nurse as well as new leaders for new children's ministries, worship and mission/outreach opportunities.
- Developing a new constitution and bylaws for our growing ministries.
- Welcoming 576 new members, baptizing 239 into the family of faith, marrying 148 couples, and bidding farewell to 245 saints as they completed their journey on earth and took their place in God's eternal kingdom.
- A twenty year growing trend in terms of attendance, participation and membership.

There is much for which to give thanks and much still to do to be the church God calls us to be. As we turn toward the future there are three focal points that I believe will insure continued vitality:

1. **A commitment to devoted discipleship.** The future belongs to congregations who follow the compassionate way of Jesus not just on Sunday or in the church campus but who live it every day and in every relationship. Churches made up of lukewarm disciples will fade away. Disciples of complete commitment will be used by God to animate the living body of Christ in the 21st century.
2. **A commitment to taking the way of compassion to the community and beyond.** The future belongs to congregations that are mission stations whose focus is outward, not religious clubs whose focus is inward. We will know we are succeeding when most of the events in the church campus are for service-minded community groups and most of the ministries reported in the church newsletter are about the difference we are making in our community and beyond.
3. **A commitment to team ministry.** The future belongs to congregations filled with committed disciples who work together in the Spirit of Christ to leverage their gifts in ministry, while pastor-centered congregations will fade away. Do you want to do something today to insure our vitality tomorrow? Join one of our thirteen ministry teams and offer your God-given talents to expand community-focused ministries.

I have felt a renewed commitment to ministry at Friedens UCC. I have heard a new calling to give the years ahead to insuring the future vitality of Friedens UCC. I am hoping and praying that you feel the very same commitment and are hearing the very same calling.

Your partner in sharing the love of Christ,

Marc Hayden

Annual Report 2013 from Associate Minister of Children and Youth Ministries– Sarah Haas

“Ascribe to the Lord the glory due his name; bring an offering and come before him. Worship the Lord in the splendor of his holiness.” 1 Chronicles 16:29

I continue to give thanks to God for the opportunity to serve with Pastor Marc and Friedens UCC. I am grateful for the hard work of all the ministry teams. This year it has been very exciting to see the Treasure Seekers pack the Weekender Bags for Glenns Valley Elementary School, and I'm looking forward to seeing the youth begin a new program to show support for the GV staff.

Working with a wonderful team of children and leaders for Treasure Seekers brings much joy! We welcomed Mark Grondin and Amy Hardesty as new music leaders this summer. I really appreciate everyone who supports this ministry - team leaders, helpers, drama participants, activity planners, AV leaders, and everyone who prays for us.

This fall I've had the blessing of working with Rebecca Vernon and Stephanie Morocco as they lead Praise Makers. Seeing such tremendous God-given talent in action is really fun! We were excited to welcome Sammie Walterman and Lauren Riley to the Joyful Noise team. Many thanks to Judy Brehob and Susan Blossom who have continued to work with Joyful Noise.

Susan Burkhardt and the Vacation Bible School team led a very meaningful and enjoyable experience this summer. Mike Hastings and Pastor Marc led a very meaningful adult class about hunger which brought much positive energy to VBS. This summer was the third year for Summer X. We tried a new format which seemed to work well for everyone. Many thanks to all those who made Summer X possible.

During the first part of 2013, I was blessed to work with Erica Bair as she served as our student pastor. We continue to appreciate all Erica's leadership with many of the ministry teams. I also continue to be blessed by the opportunity to meet with the confirmation students during the school year as well. The youth at Youth 6:12 have experienced a variety of activities that help us in our mission of building relationships with God and one another to share the love of Christ. In 2014 we will return to a study of our values. Our values spell worship because we believe this is at the core of who we are as a worshipping community of Christ's disciples. I appreciate all the youth and adults who participate in Sunday School, outreach activities, fellowship activities, the Youth Ministry Strategic Planning Team, and Youth Leading Youth.

The Career Ministry is a very encouraging group of young people. They continue to meet together to discuss a book or to serve at Midwest Food Bank. I appreciate their compassion and hope.

I continue to be grateful for opportunities to participate in worship leadership and act as an encourager to the Outreach Ministry Team, the Environmental Team, the Equipping Team, and Bread for the World.

May God's Spirit fill us and God's Word guide us as we move into God's new year of 2014~

2013 Annual Report from the Council President- Bill Richmond

... and then it was done, and it was good.

If you had an opportunity to make it to our congregational meeting in November you know that we are on solid footing coming out of the year heading into 2014. If you were not able to make the meeting, please take a moment to review the attached minutes from the meeting to get up to speed. The council and staff of Friedens have been diligent in utilizing our combined resources wisely, while continuing to provide exceptional spiritual, community and financial support within our congregation, to our community and beyond.

Each of our ministries has been actively engaged in sharing their message and garnering your support and participation over the past year. Much of what they have been up to will likely be highlighted in their individual reports. For my part I would like to thank each of the ministry chairs I have had the privilege to work with over the past three years for their effort and support. Volunteer work is very rewarding, but it certainly is not always easily and at times it can be inconvenient. Please include the folks who have served and those who will be serving in your prayers - they need your support, understanding and your involvement.

Looking forward to 2014 it will be another good year. Financially we are well positioned, we have a great staff and we have strong new volunteer leaders to carry us forward.

Thank you for your support over the past three years.

Peace,

Bill

2013 Annual Report from Building and Grounds Ministry- Ben Roberts

I am excited to report that the buildings and grounds ministry team is growing and meeting the challenge of maintaining our wonderful facility. God has blessed us this year with a new team of stewards that are committed to serving the church in this very important role.

I would like to say thank you to our congregation for taking care of our wonderful building and grounds, without your care and attention to detail our job would be much more daunting. There are so many who step up without any prodding who take on little jobs around the church that makes such a big difference. Together we will be able to provide a wonderful environment to seek and share the love of our Lord Jesus Christ.

Here are some of the projects that have been accomplished by our team and many volunteers...

1. Fall clean-up – leaf clean up and removal, bush trimming, and trash clean up
2. Restored and repainted the church mailbox
3. Spring clean-up - New mulch around the grounds, playground mulch, weed picking.
4. Sanctuary windows washed.
5. Office closet clean up- removal of old safe with new storage shelves.
6. Water leak in Nursery – Big thanks to Steve Cambridge who vacuumed up the water!
 - a. Restoration work including drywall removal, water remediation, remove and reset 2 bathrooms and sink area, new drywall, new paint, new cove base.
7. Tree Clean Up – Crabapple tree on North side of Lot.
8. Big thanks to the environmental team for cleaning up the donut hole utility area.
9. Removal of excess building materials lying around the church – bricks, cable etc.
10. Big Thanks to Greg Eicheman and many volunteers who cut down all of the willows and overgrowth around the pond.
11. Thanks to Rick Huddleston, our street sign has been updated and shines brightly!
12. Thanks to Roger Alting and Jeff Planalp for keeping the lights on at Friedens by replacing many, many light bulbs including the sanctuary.
13. Thanks to Steve Cambridge for cleaning the church's carpets.
14. Remodel of the high school room with new paint, furniture, and TV. Thanks to all who participated with the room it looks great!!!
15. Carpet repairs throughout the church thanks to Larry Smith
16. Lawn maintenance and snow removal done superbly by Rob Cox. Thank you.

As we begin 2014, we look forward to growing our ministry and deepening our relationship in Christ together as stewards in His service.

Annual Report from Christian Education Ministry- Lisa Haver

Each ministry team was charged with creating goals for the 2013 year; the CE team goals included:

1) Write team mission statement:

Mission- Our overall mission is to share the love of Christ by offering educational opportunities for all ages; to provide social and mission opportunities for our youth; and to provide training and support for adults and youth who are called to serve in this mission.

Vision- We are called to be a church of the Great Commission of Jesus Christ, sharing the gospel with all people, helping all understand it, live it, and tell it. Every member and friend of Friedens United Church of Christ is blessed and equipped with spiritual gifts from God, and encouraged to use them in a related ministry. We are striving to be a more compassionate community of faith, welcoming all who wish to join us on the journey. God be with us as we make this vision a reality.

2) Be able to name a replacement for CE Team leader and council rep for 2014:

I will continue as team leader and council representative for 2014.

3) Teacher recognition & appreciation:

Teacher, leader and helper recognition held at all services June 2, 2013.

4) Fill open spaces on CE team:

The CE team welcomed 4 new members in 2013; Ron Beebe, representing the YSPT; Sally Craig, Janet Raker and Pam Taylor.

The CE team is thankful for the leadership of Judy Brehob and Sammi Waltermann and their helpers for Creative Spirit. Also Rebecca Vernon and Pastor Sarah Haas for their leadership of Praise Makers. These leaders were also responsible for the Christmas Eve program for the 5:30 service; their enthusiasm is very much appreciated. Middle School leaders during the 9:30 hour are Derrick and Mary Katherine Smith and Doc Rissel is the high school leader. The CE team is very thankful for their time and talent in serving and leading our young people. Pastor Sarah continues to lead Treasure Seekers with the help of a very dedicated group of leaders and helpers. Though attendance continues to be erratic for all our classes, we continue to be grateful for the dedication and commitment of all the leaders and helpers.

- Dick Bailey continues to lead the Sunday morning adult bible study. Pam Taylor has lead the Tuesday lunch bunch discussion group and Tom Blossom led an intensive bible study on Tuesday evenings this fall.
- Susan Burkhardt with the help of a very enthusiastic staff led another successful vacation bible school.
- Youth 6:12 continues to meet twice per month with the help of dedicated leaders and parents.
- The senior high class/meeting room was renovated with dedication of the space to occur early in 2014. The middle school room location has been changed and renovation of that space will occur during 2014.
- Youth 16 and older are being encouraged to participate fully in the DR mission trip this summer.
- There have been a few requests for additional adult education opportunities.
- The CE team says good bye and thanks to long time member Carrie Sorrenson as she leaves to assume the duties of council secretary.

I am thankful for the support and prayers of the members of the CE team, pastoral staff and members of Friedens UCC. With your continued prayers and support we can continue to follow and live the mission statement of the CE team and Friedens UCC.

" The highest level of prayer is not a prayer for anything. It is a deep and profound silence in which we allow ourselves to be still and know Him. In that silence, we are changed. We are calmed. We are illumined. " Marianne Williamson

2013 Annual Report from Communications- Lindsay Eichelman

The Communications Ministry spent much of 2013 continuing to build our team and our new and growing ministry. We were proud to continue to grow our print communications by continuing the work on the *Tidings of Peace* newsletter. Additionally, we continued to grow our digital presence by expanding our work in social media. The bulk of the excitement came through building our team with new and energized members, who give of their time and talent to continue to grow the ministry team.

Key tasks and highlights from 2013:

- Assisted with advertising and special marketing for many special projects.
 - Spaghetti Dinner
 - Garage Sale
 - Holiday Worship Experiences
 - General Friedens Information
- Worked to grow our social media presence through the following:
 - More targeted Facebook posts that preview and recap weekly scripture text and sermon message.
 - Use of Facebook to promote special events
 - Promotion of Indiana Kentucky Conference and United Church of Christ news and initiatives through Facebook
 - Creation of Instagram account (FRIEDENSUCC)
 - Creation of Twitter account (@friedens_ucc)
- Continued work on *Tidings of Peace* newsletter
 - Committee input on monthly newsletter collected
 - Newsletter now offered monthly and via email and print
 - Continued work to bring the most pertinent information to church congregation
 - Continued work to have a standard format for the newsletter

Special thanks to Pastor Marc for spearheading the team growth by identifying members who would be a good fit for this ministry team and to Mari Prior for her never-ending work on the print communications pieces that come from the office team. Our work as volunteers is made possible and rewarding by having such a wonderful staff at Friedens to support and lift us up!

The Communications team looks forward to all that 2014 promises!

2013 Annual Report from Environmental Ministry- Jeff Fischer

Members: Rosie Fecteau, Janet Granger, Sarah Haas, Steve Mojonier, Tom Probasco, Sharon Summers, Ginny Moore.

Ongoing projects included:

- Recycling of paper, #2 plastics and aluminum cans.
- Friedens Community Garden providing vegetables for plot holders and Hunger, Inc. again this year.
- Butterfly Garden maintenance.
- Participation in Energizing Indiana's Community Outreach Program whereby the church receives \$25.00 for each completed home energy audit signed up through Friedens.

New projects included:

- Courtyard area containing the church's air conditioning systems was cleaned up and recyclable materials were removed.
- A community-wide home and office electronics recycling event was successfully hosted by Friedens in November with several thousand pounds of un-used gear collected by our recycling partner.
- Contacted representatives from Risen Lord Lutheran church regarding partner in sponsorship of the Adopt-a-Highway program.
- Participated in honoring Pastor Marc's 20th anniversary of service by planting a new tree and landscaping.

2013 Annual Report from Equipping Ministry- Jeff Brodzeller

The Equipping Ministry has as its purpose to help the members of our congregation discover their spiritual gifts and then take those gifts out into the community where they can fulfill our church's broader mission of sharing the love of Christ.

In 2013 the Equipping Ministry took on the task of establishing a broad-based volunteer opportunity for the congregation that would support the community and provide volunteer opportunities that would appeal to a broad cross section of Friedens members with diverse sets of spiritual gifts. That opportunity was found at Glens Valley Elementary School.

The first initiative was to provide tutoring resources for teachers to use throughout the school day. Response was very positive and we have had 18 volunteers providing tutoring support on a regular basis. Tutor kits, to include a handful of useful items for working with the children are in progress and will be delivered to tutors early in 2014. Thank you to the high school youth for their help with these kits!

As of the close of 2013 the relationship with Glens Valley has developed quickly over the course of mere months to include multiple ministries providing support to the school's students and staff. Continuing the development of this relationship and establishing a path for reaching middle school and high school students and teachers in Perry Township will be part of the Equipping Ministry's goals for 2014.

The Equipping Ministry includes Jeff Brodzeller, Pastor Marc Hayden, Pastor Sarah Haas, Debbie Bucholz, Erica Bair, Sam Hanley and Adam Hayden. Special thanks also to Linda Ealy for her support as the coordinator of the tutoring program.

2013 Annual Report from Fellowship and Events Ministry- Lisa Brinker

Members:

Linda Ealy
Elinor Morr
Ann and Gary Clark
Shelby Baker
Sandy Bailey
Kathy Carlson
Marsha Hanley
Bev Arthur
Peg Stanish
Lisa Brinker, Chairman

Church-wide Activities and Events:

- providing coffee service for Sanctuary Services and Shalom Service
- reception for confirmands on Palm Sunday
- reception for Dorothy Rees retirement on April 21st
- assisted with Pastor Marc's 20th Anniversary and Pastor Appreciation
- plans and works the annual church picnic
- provided brunch for the choir and Upon This Rock band for Easter and Christmas Cantata
- assisted with reception for Peg Cochran's 100th Birthday on November 2nd
- helped provide desserts for spaghetti dinner
- assisted with some of the congregational dinners
- thanks to our cooks at the picnic, Greg Carlson and Steve Smart

2013 Annual Report from Membership Ministry- Danny Sullivan

The membership committee continues to focus in the areas of Parish Healthcare, providing member's meals after child births or injuries, visiting homebound and prayer chain. An email prayer chain has faithfully gone out every week to a large distribution of members. Over 100 meals have been delivered to over 15 families. Blood pressure monitoring has continued on a regular basis throughout the year. Care notes are continually provided to the congregation for distribution and use.

The ending 2013 membership roll is 677 people.

2013 Annual Report from Outreach Ministry- Sharon Hedegard

Our goals for the year and our steps toward meeting them include the following:

- ✓ GOAL: Keep the congregation informed and engaged in Outreach events and provide relevant information and insight about our Faith Forward partners
 - ◇ Provided Mission Moments for Concert at Friedens, Spaghetti Dinner & Garage Sale Fundraisers, for Special Offerings (Blanket Sunday, One Great Hour of Sharing, Neighbors in Need & The Christmas Fund), Christmas In July and The Giving Tree, as well as for various service learning trips.
 - ◇ Kept Volunteer Bulletin Board updated so that any with time available could find a place to use their gifts.
 - ◇ Provided articles for *Tidings of Peace* and Sunday Bulletins to inform and invite participation in our activities.
 - ◇ Offered Global Missions and 'Trip Talks' which were then added to our first Congregational Dinners with Fellowship. They included Congo, Cambodia, East Timor, Zambia and Mozambique
- ✓ GOAL: Maintain contact with the local and global recipients of our benevolent support and screen new requests
 - ◇ Friedens' Local Mission Partner for 2013 was Wheeler Mission Ministries. We were in touch with their Special Events Coordinator through the year to promote their events (Holes for the Homeless and Drumstick Dash) and learn about their needs, both for volunteers and material needs for the shelters. Our activities to benefit them included donations from the Indianapolis Brass Choir Concert, Christmas In July, and The Giving Tree. In addition to Thanksgiving pies and the many gifts that our members donated, we were able to provide funds to purchase a new washer/dryer set for the Family Shelter.
 - ◇ Sarah Haas served as liaison with our International Mission Partner, Elena Huegel. She kept us informed of prayer requests and arranged for Global Ministry talks.
 - ◇ Cooperated with Friedens' Treasurer in distributing and tracking our gifts.
- ✓ GOAL: Raise funds and provide organizational support for Outreach activities, particularly for adult and youth service learning trips
 - ◇ The Spaghetti Dinner and Garage Sales are our biggest fundraisers for international service learning (mission) trips. This past year, the congregation's great support helped us to raise nearly \$5000, part of which was committed to our Seminary Scholarships. We are grateful to Susie Engelau, who has faithfully organized our trips and fundraising efforts! The next trip will be back to the Dominican Republic in June 2014 and is open to those 16 years and older. The funds we have raised will provide materials for the projects and supplement some trip costs for our members.

- ◇ Our newest Outreach Ministry, Weekender Food Packs, began in October in cooperation with the Equipping Team's Neighborhood Partnership at Glens Valley Elementary School. Sue Luckey has been our liaison with the school to provide nutritious food for 17 students who might not get regular meals over week-ends or school breaks. We added that to next year's budget and also applied for a UCC Neighbors In Need grant to fund this through the next year.
- ◇ Sarah Haas organized Summer X again this year. This event offers our Middle School Youth volunteer opportunities at several different local sites including Midwest Food Bank, Exodus Refugee, Crossroad Easter Seals, and the Boys and Girls Club.
- ◇ There were too few participants to conduct our High School work trip to Eastern Kentucky. Finding dates when our youth are free is a challenge!

The 2013 Outreach team included Sharon Hedegard (chair), Mike Hastings (2014 Chair), Susie Engelau, Sarah Haas, Pam Taylor (now with CE Team), Erica Bair (now with Youth), Phoebe Godfrey, Sharon Summers, Karen Luckey and Susan Luckey.

The following Outreach Team projects/responsibilities are open:

1. Keep up the volunteer bulletin board
2. Update the web information through Mari AND/OR
3. Submit articles for the newsletter
4. Research - Check on information re: organizations that receive donations from Friedens and rank their compatibility with Friedens' Mission, Vision and Values.
5. Online research - Gather information about organizations submitting new requests
6. Plan Global Ministry Gatherings – Arrange for speakers and set dates/times

2013 Annual Report from Stewardship Ministry- Ellen Tuttle

Stewardship is responsible for reporting incoming funds and works closely with the Financial Secretary, Counting committees and Treasurer. Our mission is to communicate funds as it relates to the budget and our wider missions.

Changes to be made for 2014 year:

- Faith forward will be deleted as a singular campaign and monies received will roll into the main budget.
- 2014 mission for Perry Township Senior Citizens will still be supported by incoming funds as line item through the Outreach Team.
- Pledge cards will have only one line “offerings” However, missions and paying down the debt will still be supported by the budget that has been agreed upon by the congregation.

Offering numbers have been and will continue to be reported in the Sunday bulletin.

A bulletin board showing our many missions both in our community and wider missions has been maintained by Becky Rissel.

This was our first year of providing the Dave Ramsey , 9 week, course at Friedens and it was well received. We had 25 in attendance and all agreed they learned something of value in understanding their personal roles in stewardship.

Facilitator: Bud Boughton, Video: Jim Eichelman, coordinator: Ellen Tuttle and support: Danny Sullivan.

A total team effort was given in writing a letter to the congregation for Commitment Sunday, where monetary pledges and spiritual promises are made personally at the altar.

Goals:

- Provide mission moments for better understanding of stewardship
- Meet 6 times per year
- Educate ourselves by continuing to research the meaning of giving
- Provide articles for the newsletter
- Support outreach missions
- Report incoming funds to the congregation

Team members: Rick Huddleston, Jim Eichelman, Becky Rissel, Greg Carlson, Markita Wade, Steve & Rise Rusher

2013 Annual Report from Technology Ministry- Maria Smith

The Technology ministry was formed to provide a uniform process for the applications of computer, telephone, and audio visual systems for our members and users of our facility.

Active members: Keith Barnett, Ken Granger, Larry Phillips, Mark Kendall, Michael Kendall, Roger Alting, Jeff Leachman, Maria Smith

Projects completed during the year"

- Continued audio/video support for weddings, meetings, and other special events
- Recording of services
- Maintain and upgrade A/V, telephone, and computer systems
- Continued updates to web site/streaming audio (sermons)/newsletter mailing
- Modify web calender and event submission forms
- Increased video streaming of sermons
- Laptop replacement for Pastor Sarah
- Replaced TV monitor by chapel with larger monitor for more easy viewing
- Continued planning on establishing security camera at the Shalom entrance
- Continued planning on developing digital prayer list, to be viewed on TV screens throughout the church
- Continued work on establishing second camera in sanctuary service to provide a more direct view of children at Childrens'Moment and of the choir.

2013 Annual Report from Worship and Arts Ministry- Sheila Leachman

We have had a great year this year! No major issues and we successfully completed another year in planning worship services, decorating for two different seasons and having communion every month despite the weather.

Thanks to each person who helped, served, or led an event. Maunday Thursday will be needing some additional help this year as some of our disciples are graduating (well retiring is more like it). So gentlemen, if you can read a script, talk and dress yourself, we can use YOU!! It's not hard and doesn't take a lot of time. Best of all it's fun and you get to fellowship with some great men in our church family. Give it some thought...it might just be the best thing you've ever done!

We also took on purchasing new hymnals for the sanctuary. We have many requests to process so don't worry, they will be coming soon. Thanks to all of you who contributed a new hymnal for our worship service. If you purchased a hymnal from the last time and would like to have it back, please feel free to grab yours from the pew **after** the new ones have been added. We would like you to wait until we have the new ones in place before we have the old ones leave. Thanks for your help with this matter. We appreciate it!!

We are continuing to add additional elements to our services and we hope that you enjoy them too. We added new Christmas Eve candles. The old ones were leaking candle wax so we replaced them with new ones. The Shalom service will have a couple changes in the new year as well. If you've never attended the Shalom service, why not try it out this year. See what we're doing to spread the love of Jesus in a different way.

If you have a desire to help with planning, serving or just being a part of our committee please join us every other odd month at 7:00 p.m. We only meet every other month now so it's not as much time to commit. It's been an honor to serve as the Worship and Arts Chair for the past three years. Ellen Weimer will be taking over for me for 2014.

Thanks to all who helped me along the way! We've got a lot accomplished in the past three years!!!

God's Blessings to you all,

Sheila Leachman

2013 Annual Report from Finance Ministry- Kim Yager

Friedens United Church of Christ						
Financial Summary (as of December 31st, 2013)						
Year-to-Date	Current	Building	David	Faith Forward		
	Operating Fund	Fund	Fund	Fund	Total	
Beginning Balance: 12/31/12	(42,086.35)	61,190.35	207,032.29	35,781.92	261,918.21	
12 mo. Receipts	546,808.73	23,346.00	16,118.94	57,037.00	643,310.67	
12 mo. Expenses	570,221.14	-	-	-	570,221.14	
Ending Balance: 12/31/2013	(65,498.76)	84,536.35	223,151.23	92,818.92	335,007.74	
YTD Profit/(Loss)	(23,412.41)	23,346.00	16,118.94	57,037.00	73,089.53	

2013 Approved Annual Budget						
	Current	Building	David	Faith Forward	Total	
	Operating					
Approved Annual Budget	633,951.57	-	-	-	633,951.57	
	Mortgage					
Ending Balance: 12/31/2012	\$1,213,012.65					
Ending Balance: 1/31/2013	\$1,210,349.48					
Ending Balance: 2/28/2013	\$1,207,673.54					
Ending Balance: 3/31/2013	\$1,204,984.78					
Ending Balance: 4/30/2013	\$1,202,283.13					
Ending Balance: 8/31/2013	\$1,199,568.54					
Ending Balance: 6/30/2013	\$1,196,840.94					
Ending Balance: 8/31/2013	\$1,194,100.28					
Ending Balance: 8/31/2013	\$1,191,346.48					
Ending Balance: 9/30/2013	\$1,188,579.48					
Ending Balance: 10/31/2013	\$1,185,799.23					
Ending Balance: 11/30/2013	\$1,183,005.65					
Ending Balance: 12/31/2013	\$1,180,198.69					

Analysis ---- Comparison to December YTD from the prior year

December YTD	Current	Building	David	Faith Forward	Total	
	Operating Fund*	Fund	Fund	Fund		
12 mo. Receipts - 2013	546,808.73	23,346.00	16,118.94	57,037.00	643,310.67	
<i>vs. Prior Year</i>	559,686.59	33,957.81	82,690.65	45,313.25	721,648.30	
Difference H/(L)	(12,877.86)	(10,611.81)	(66,571.71)	11,723.75	(78,337.63)	
12 mo. Expenses - 2013	570,221.14	-	-	-	570,221.14	
<i>vs. Prior Year</i>	629,207.51	250.00	9,554.42	9,531.33	648,543.26	
Difference (H)/L	58,986.37	250.00	9,554.42	9,531.33	78,322.12	
OVERALL Better/(Worse)	46,108.51	(10,361.81)	(57,017.29)	21,255.08	(15.51)	