

Contents

Minutes of Annual Congregational Meeting	2
Minutes of Special Congregational Meeting	5
I-K Synod Assembly Report	6
Pastor Doug Hahn, Interim Pastor	7
Richard Heine, President of the Council	9
Parish Administrator	10
Care and Support Committee	10
Community Ministry	10
Global Missions Committee	11
Justice Ministry	12
Parish Life Committee	13
Personnel Committee	14
Property Committee	15
Worship Committee	17
Faith Lutheran Learning Center (FLLC)	18
Stewardship Committee	20
Evangelism Team	21
Mission Endowment Trust	22
St. Augustine’s Chapel—Campus Ministry	23
Capital Campaign	24
Faith Lutheran Church 2023 Budget	26
Faith Lutheran Learning Center 2023 Budget	29

Minutes of Annual Congregational Meeting

January 23, 2022

Meeting called to order at 1:13 PM by President Richard Heine.

Welcome from Richard Heine.

Liturgy—Pastor Doug Hahn

Liturgy is found on the back page of the Annual Report
Opening Hymn—*God of the Fertile Fields*

Richard extended a heartfelt thank you to Pastor Doug for his marvelous work on our behalf.

Instructions given to Zoom participants.

Quorum was declared by Vice-President, Gayle McGrath.

Motion: Sherri Greer moved that the minutes from the last Annual Congregational Meeting be accepted. Julie Keller provided the second. Motion carried.

Motion: Sherri Greer moved that the Report or Congregational Site Profile from the Call Committee be accepted. Pat Mundt seconded the motion. Motion carried.

A Year in the Life of Faith—Song and Video

Interim Pastor's Report (see report for full details)

- Four children of God baptized
- Eight new members
- We confirmed five young people and we currently have five young people going through the program.
- We have regular new worshippers.
- Two new babies
- One marriage
- Six funerals
- We blessed the transfer of seven members from the church.
- We prayed for members with needs.
- Our pastoral Care Committee connected with members in need.
- The Call Committee is doing excellent work.
- We are thankful for partners in ministry such as Joan Sorenson, Barry Neese and Laura Altman.
- Kaleb Hilton and Kathy Egner maintained a high level of congregational music.
- A team of committed media volunteers broadcasted our weekly service.
- Assisting ministers and cantors served well and faithfully.
- A virtual *Lessons and Carols* was led by talented members.
- We have many activities for youth.
- Revenues for 2021 were very strong.

- Challenges: relationship building with next pastor, spiritual community, and broadening the definition of youth ministry.

Call Committee—Leah Hower

- The I-K Synod of the ELCA is in possession of the completed Congregational Site Profile Report.
- No questions for Leah or Call Committee

Faith Lutheran Learning Center (FLLC)—Jonathan Delap

- We increased teachers' wages to \$14.00 hourly
- \$111,000.00 came in grants.
- We made four great hires in the last six months.
- All staff to be vaccinated and boosted.
- Eight children and one teacher have tested positive for Covid.
- Jonathan acknowledged the awesome work of Charla and Lindsey.

Committees

- Care and Support—see report in Annual Report Booklet
- Parish Life—see report.
- Community Ministry—see report.
- Property—see report.
- Worship—see report.
- Personnel—see report.
- Global Missions—see report.

Sherri Greer spoke on behalf of Global Missions. The committee is in need of new members. Or they need volunteers just to assist with Fair Trade. This committee meets as needed, thus it is not a labor-intensive committee. Grace Missions is in need of sponsors for children or in need of donations. We have more children and are now raising little boys along with our girls since the recent earthquake. Prices have risen tremendously and, due to the extreme violence in Haiti, we now have to provide 24/7 security for the orphanage. The orphanage, Chez Moi, has no transportation so donations for a vehicle would be appreciated.

- Evangelism—see report.
- Justice—see report.

Gail Swanson reported that BUILD had experienced a good year. They worked with James Brown on the issue of affordable housing. Faith gave \$8000.00 to BUILD this year. BUILD is now working on three issues: violence in Lexington, the Affordable Housing fund, and mental health issues.

- Faith Formation—see report.

Carolyn Holmes told us that we are having a virtual Godly Play. Val Dutcher will be chairing VBS. Confirmation is going well having confirmed five young people

last year with five more children preparing for spring confirmation. FLY has been averaging six young people with Leah Hower leading this group.

- St. Augustine’s Chapel—see report.
- Finance—see report.

Motion: Richard Heine moved and Julie Keller seconded a motion to adopt the 2022 Annual Budget. Approved unanimously.

Motion: Richard Heine moved and Ray Hughes seconded to adopt the 2022 Learning Center Budget. Motion approved.

FLLC is looking to invest funds.

- Capital Campaign—see report. Jim McGrath urged us to think about what other things a “sinking fund” might be used for. For example, the third AC unit broke.
- Mission Endowment—see report.

Richard Heine noted that Dave McGrew has resigned from this committee due to health concerns.

Motion: The Council nominated Gayle McGrath for the Mission Endowment Committee, seconded by Julie Keller. Motion carried unanimously.

Motion: The Nominating Committee, seconded by Teri Applegate, moved to elect Kevin Carey to serve on the Church Council for a two-year period starting February 2022. Motion approved.

Motion: The Nominating Committee, seconded by Gayle McGrath, moved to confirm the following members of the Church Council: Jonathan Delap, Sherri Greer, Richard Heine, Carolyn Holmes, Debbie Rosenberg, and David Templar. Motion approved unanimously. Gayle McGrath and JoEllen McComb are going off Council after completing their terms.

Motion: The Nominating Committee, seconded by Ray Hughes, nominated Gayle McGrath and JoEllen McComb for membership of this committee. Motion approved.

Motion: Valerie Dutcher nominated herself for the nominating Committee with Gayle McGrath seconding. Motion carried.

Motion: The Council, seconded by Ray Hughes, moved that Dale and Scharlene Austin serve as delegates to the 2022 Annual Synod Convention. Motion carried unanimously.

Motion: It was reported that Urton Anderson usually recruits accounting students from UK to conduct the church audits under his supervision. Students receive credit for completing this assignment. Debbie Rosenberg noted the excellent quality of these audit reports. The finance Committee, with a second by Debbie Rosenberg, moved that the following shall serve as Audit Committee Members: Urton Anderson and Carolyn Carden. Motion approved. The Audit Report will be made public.

The floor was then opened for general discussion, questions, or for “The Good of the Congregation.”

- Cindy Heine requested that we update the outdated By-Laws. They have not been updated since 2013.
- Phyllis Hasbrouck urged that we should begin planning for Faith's 75th Anniversary.

The meeting closed with prayer at 12:25 PM.

Prayerfully submitted, Sherri Greer

Minutes of Special Congregational Meeting

November 6, 2022

Sign-in process took place with ballots being distributed before the meeting.

The meeting was called to order by Council President Richard Heine. The purpose of this meeting was to vote on candidate Dana Lockhart for the next pastor of Faith Lutheran Church and to approve the compensation plan for the pastor.

The opening prayer was given by Interim Pastor, Doug Hahn.

Rev. Daniel Forehand, representative of the Indiana-Kentucky Synod, was introduced to the congregation and the meeting was turned over to him. Rev. Forehand asked if we had a quorum and Sherri Greer, Council secretary, announced that we did have a quorum with 81 members who signed in and received a ballot. The vote counters were introduced to the congregation and it was asked if the congregation approved of these counters. No objection to the counters was given and the meeting continued.

Reverend Forehand went over the call and voting process. He then read the Call document. He then reviewed the compensation package and answered questions.

Congregation members were instructed to make their ballots and place them in the plate being passed. The ballots were then given to the counters. While the counting of votes took place, various announcements were given and questions were answered again.

The count came back with eighty (80) yes votes and one (1) abstention.

Since the motion came from Council to approve Dana Lockhart for Pastor of Faith Lutheran Church, the second was provided by Ray Hughes. The motion carried and Dana Lockhart will be asked to be the next pastor.

The second order of business was to approve the compensation package for the new pastor. Details of the package had already been given. The motion to approve the compensation package was made and seconded. The motion was adopted unanimously by voice vote. Pastor Hahn gave the closing report and the meeting was adjourned. Prayerfully submitted, Sherri Greer

I-K Synod Assembly Report

June 8-9, 2022

Attendance at the Synod Convention was over 300 including more than 100 rostered members and more than 150 non-rostered voting members plus about 40 observers or participants

Spiritual Practices Each session began with a different spiritual practice exercise including centering prayer and lectio divina as well as special music.

Elections There were as many as 5 ballots scheduled for the election of Synod Bishop since Bishop Gafkjen was up for election. On the first ballot on Thursday Bishop William Gafkjen received more than 80% of the ballots and thus was elected as Bishop for another 6 years. (It takes 75% on the first ballot for an election). In addition, there were several elections for different members of the Synod Assembly and conference representatives during the 2 days.

Thursday's Keynote was given by Chad Abbott from the United Church of Christ, who spoke on both individual and congregational soul stories. Why are we here? And where is God leading us in the current situation? Each person has a soul story based on their spiritual history and each congregation has a spiritual direction story based on its history.

Worship Services Each day had a full worship service with music and liturgy.

Reports were provided by Vice President, Treasurer, the Mission Investment Fund and the Portico benefits CEO.

Friday's Keynote was given by Dr. Anthony Bateza, professor at St. Olaf College, who spoke about the relevance of Martin Luther for our current times. "God love us no matter *what*, but he also loves the *what*."

Meals All meals were provided buffet style.

Compensation Standards. The convention unanimously adopted a new updated set of compensation standards for rostered staff. (We used the new guidelines for Pastor Dana.)

Memorial to Uphold the Dignity of the Office of Ministry The most controversial resolution at the Assembly was one that had been proposed by 60 signatories and then revised by a Synod Committee. It addressed a needed change in the policy and procedures for the removal and appeal for persons in specialized circumstances.

Racial Justice Training One of the breakout sessions was focused on the need for racial justice training within the synod and beyond. The presenters were members of the Synod Racial Justice Task Force. The workshop shared some working definitions, a case study of institutional racism and gave some suggestions for practical "next steps".

What Do Kids Love About Their Church? A second breakout session led by Dan Fugate was a summary of a report from the Fuller Youth Institute to answer the breakout question. There were 6 core commitments proposed:

- Keychain **leadership** – empowering others especially young people
- **Empathize** with today’s young people – not judging or criticizing but walking in their shoes.
- Take **Jesus’ message** seriously – welcome young people into a Jesus-centered way of life.
- Fuel a **warm community** – focus on warm peer and intergenerational friendships.
- **Prioritize young people** and families everywhere – find creative ways to support, resource and involve them in all facets of the congregation.
- **Be the best neighbors** – enable young people to neighbor well locally and globally.

The most important emphasis for youth in any community is to **develop relationships with them among other members.**

Cindy and Richard Heine

Pastor Doug Hahn, Interim Pastor

Dear Friends at Faith,

It has been an honor to serve alongside you throughout 2022 as you have discerned your role in God’s mission and discover God’s call for your future.

The most important work you have done this year is calling Pastor Dana Lockhart to serve as your next long-term pastor. Leah Howard and the Call Committee worked diligently and discreetly to discern a match and mutual call. Many thanks for their ministry.

Likewise, thanks is due to the Council, under the leadership of Richard Heine, for their work. They modeled Christian community in their meetings, always mindful that the administration of the church is fundamentally a ministry. They were committed to a forward movement in life of the church, not treating this season a time to tread water until a pastor was called.

The staff have been a joy to work with. Kaleb Hilton kept our music lively and strengthened our connections to university musicians; Kathy Egner later stepped into the music role with energy and liturgical sensitivity. Ruth Lundborg, the choral scholars, and our talented guest musicians all added to this ministry, producing Lutheran worship and music at its best. Kathy’s administrative work assured smooth operations and a hospitable presence in our interaction with the community. Paige Barricklow brought a commitment and empathy to our young people and their connection to this household of Faith. Many thanks to Neil McComb for caring and maintaining our building. Charla Heersche and the Learning Center faculty are a hardworking and caring group who represent you well to a community of over 80 families.

The highlights of this year could be measured in terms of the congregation's discernment in its call process. You discerned that God was calling you to 1) enhance your spiritual life, 2) enrich your community life, and 3) focus on youth and their families. Here are some examples.

Spiritual life of the Faith Congregation.

- Lenten Prayer partners. Thirty-five members signed on to pray specifically for another member during the weeks of Lent.
- Lenten Holden Evening Prayer was well attended.
- Lenten and Advent devotional books were sent to all members, inviting everyone to study the same scripture from home.
- Two Adult Classes: "Yet at the Grave, Alleluia" and "Wholly Holy" were attended by 20-25 people each session.
- The Prayer/Care ministry members met in prayer, made calls or sent notes.

Community life was enhanced with several events.

- Community picnic at Ecton Park was very well attended
- Return to Dinners of 6-8. About 38 members gathered regularly in these small groups
- Parish Life Events provided several special events and receptions
- Harstad Events offered opportunities to gather with church and community members.
- BUILD Gatherings brought members together to engage major social concerns.

Youth and Children

- Paige Barricklow was hired to help build community among our youth.
- Several youth events were offered.
- Confirmation class gathered five students and mentors together to learn.
- VBS was small in number but large in spirit.
- Learning Center families were invited to several events (VBS, Pet Blessing, Harstad Puppet Show). Spiritual parenting materials and pastoral care were offered to any who needed it.

It is not my role, but Pastor Dana's to help you envision God's future, so I will only encourage you to be as supportive, loving, and open to him as you have been with me. You and Pastor Dana will be in my prayers and hopes for a wonderful future, inviting you to often remember the promise that God can do "infinitely more than we can ask or imagine." God's Peace, Pastor Doug Hahn

Richard Heine, President of the Council

2022 has been an eventful year. As a reminder:

- In February, our pastor of five years, Mark Sloss, accepted another call and left Faith for a congregation in Evanston Illinois.
- In March Reverend Laura Altman accepted the role of Pastor of Record to serve until an interim could be identified.
- In May, Reverend Doug Hahn was accepted as Interim Pastor of Faith until we call a new pastor.
- In July, at a congregational meeting, a Call Committee of six and one alternate was identified to become familiar with the congregation and its interests and wishes regarding a new pastor and interview, discern the match between the candidate pastor(s) and the congregation and recommend a candidate for the call of the congregation.
- In December, after a congregational survey and several focus group meetings, the Call Committee and Council completed the congregational profile that is a necessary step in the call process.

In addition:

- We continued to worship remotely for several months.
- In June we began worship both remotely and in person at 11:00.
- In July, we added the 8:30 service in person (masked and socially distanced) and held the 11:00 service both remotely and in person.
- On Reformation Sunday, October 31, we added singing to the 11:00 service.
- In October, our bell choir performed again.
- In November, we again heard our Parish Choir which continued through the holidays.

Rather than wait for a new pastor, the Church Council determined that we should continue to grow our life together.

- A Care and Concern team reached out to members to check in on them and provide support.
- In November, we began our Godly Play program for young children during the Sunday School hour but remotely.
- We have held several activities involving our junior and high school youth,
- We have received nine people into membership at Faith.
- We confirmed five young people on Pentecost and have continued our confirmation program,

While Covid has limited our in-person activities, committee meetings have been ongoing both remotely and in person. More detail can be found in the committee reports.

Our future is in the Lord's hands, and we commit ourselves to God's mission in the world and specifically in Lexington. Hopefully, we will see continued spiritual growth and the calling of a new shepherd in the coming year. The Lord be with you.

In Christ, Richard Heine, Council President

Parish Administrator

I am very happy to be able to serve you in my role as Parish Administrator. I could not do this job in a vacuum; there are so many who have supported and encouraged me. I especially thank the following people for their assistance:

- Pastor Doug, who was a joy to work with
- Council members and Committee Chairs for their cheerful helpfulness
- Debbie Anderson, who proofed the bulletins and other documents
- Muzzy Hemken and Linda McDaniel, who patiently folded and stapled bulletins
- All the volunteers who have been willing to sit in the office when I needed to be away
- Kevin Lentz, for being my “go-to” guy
- All of the Worship Servants and servant schedulers who have been so very faithful

May God continue to richly bless us as we minister together.

Care and Support Committee

The Care and Support Committee consists of the following individuals:

- Pete Gross (petegross@TWC.com)
- Cindy Heine (cynthia.heine@gmail.com)
- Jerry Klim (gklimpmr@yahoo.com)
- Pr. Doug Hahn (pastordoug@faithlutheranchurch.com)

The work of this group has been to keep contact with the parishioners of Faith Lutheran who are shut in or in need of extra support.

Volunteers stayed in touch via telephone calls, emails and personal visits (when possible) with assist with communion and a friendly face and voice that was and is available.

For anyone who needs assistance, please call the church (859-266-7621) or email one of the committee members or our new Pastor Dana Lockhart.

Community Ministry

Committee Members: Carolyn Carden, chair, Carol Davis, Ellen Eggers, Shane Haddon, Cindy and Richard Heine, Robert Henry, Gail and Joe Swanson, Ford and Joyce Cornett

We were able to support the following organizations with funds from our 2022 budget:

- **BUILD** - \$3421.20
- **Mission Health Lexington** - \$5,000

- **Hope Center** - \$500 was budgeted for a meal at the Hope Center. We spent \$159.13 along with \$250 from a Thrivent Action Team grant for a popular cookout, serving 170 people. Members donated fruit and cookies. Robert Henry played the piano, providing music during dinner.
- **Blessings in a Backpack** \$3,500. We continue to support the *Blessings* program at Julius Marks Elementary School, now providing weekend food to 35 children, down from 50 last year per school request. We covered costs for this program from the budget along with funds raised from our August *Ice Cream Social* and spring *Used Book Sale*. Leftover funds will be used in 2023. At their annual meeting in Lexington, the Kentucky, Indiana, and Ohio Wholesale Distributors Association purchased and packed 250 Blessings bags for use in Lexington. Committee members picked up this food (three carloads full) and delivered it to Julius Marks and Glendover Elementary.

In addition to our budgeted funds, church members support the following organizations in other ways:

- We collected cleaning supplies, food, and other needed items for **Flood Relief** efforts in East Kentucky. We made four trips, two to the Hindman Settlement School in Knott County, one to relief efforts in Jackson (Breathitt County) and one to a relief center in Hazard. Seven members of Faith traveled to Jackson with supplies and spent an afternoon clearing out a home in preparation for repairs. We were able to secure two \$250 Thrivent Action Team Grants to help purchase supplies for these trips.
- **ELCA World Hunger**-support from special envelopes.
- **God's Pantry**: Collection efforts were enhanced by asking for certain food groups each month.
- **Women, Children, and Families (The Nest)**: We provided Christmas gifts along with coats, mittens, and hats for children through the *Reindeer Express*.
- In support of the **Santa for Seniors** program in conjunction with *Home Instead*, we purchased Christmas gifts for 25 men and women.

Other Activities Sponsored by Committee:

- **Crop Walk** for World Hunger
- **Nathaniel Mission** Thanksgiving dinner: We baked and sliced eight turkeys.
- Ringing the bell for the **Salvation Army** Red Kettle Campaign – We rang the bell for a full day at the Euclid Avenue Kroger in December.

Global Missions Committee

The Global Missions Committee continues to serve its designated purpose of assisting Faith Lutheran to proclaim God's unconditional love throughout the world. It carries out this effort through our work with Karen Anderson's mission in Chile, Grace Missions orphanage (Chez Moi) in Haiti, and the Haitian scholarship fund which is also connected to Grace Missions. In 2022, Faith Lutheran contributed \$3000 to Karen Anderson's mission, \$1000 to Chez Moi, and \$1000 to the Haitian scholarship fund. In addition, individual members made periodic donations for school tuition and clothes, shoes, field

trips and more for the girls at the orphanage. Individual members also contributed for food, transportation, and clothes for our scholarship students.

Considering the conditions in Haiti, the children at Chez Moi are doing well. The school year has yet to start due to the violence. They are focusing on sewing. We have guest lecturers, nurses, and pastors come weekly to have conferences with the children. Food costs have tripled, there is no fuel to be found and when they do find it, it is outrageously expensive. They need batteries for a solar system and generator. They have 24/7 security for the children and are in need of raising one side of the wall that surrounds the orphanage compound. The lack of safety is extremely high. Please pray for the safety of our children and ask God to protect them.

We were attempting to bring the Chez Moi girls to the United States for a singing/thank you tour. However, the US Embassy in Haiti is not open, and visas cannot be obtained.

The Scholarship Students continue to do well. They currently live in the United States with three of our medical doctors studying for the USMLE Test that allows them to do their residency in this country. The fourth student has joined the U.S. Army and is now attending Boot Camp.

Global Missions continues to sponsor the monthly *Fair Trade* chocolate and coffee sales. We need the congregation to fully get behind this so that we can continue.

The Global Missions Team consists of Sharon Fegley, Sherri Greer, Gene and Susan Harper, Julie Keller, Pat Mundt, Debbie Rosenberg, and Lin Whitley.

Justice Ministry

Our mission in BUILD, and in our Justice Ministry, is to do justice as God requires of us. The BUILD vision is **52:1**. If our congregation can gather for worship 52 times a year, certainly Faith can bring our average worship attendance to our Nehemiah Action just once a year to hold our officials accountable to do what is **right**, what is **fair**, and what is **just**. For Justice is the heart of who God is and what God does.

Issue Updates:

- **Housing:** To date, 3050 families have been housed and over \$352,000,000 have been leveraged in our community since BUILD won the Affordable Housing Fund in 2014. With 14,000 families in Lexington paying over half their income on rent each month, Council Member At Large Brown will bring a resolution to city council this winter that will link the Affordable Housing Fund to 1% of the city's general revenue. In the spring he will push the council to link the fund to a dedicated funding source that will bring us to \$10,000,000 yearly. **The presence of our people power in council chambers when this issue is on the docket is vital to our success in addressing the needs of these 14,000 families. A dedicated funding source is imperative!**
- **Mental Health:** Since fall 2022, the Mental Health steering committee has continued to research a variety of transportation options to decide what would

be the best for folks with serious mental illness. The committee has met with RAPTDev (the new company operating the local WHEELS service), LexTran, NEORide, and other transportation services. During a meeting with the ACT Team (Assertive Community Treatment that provides wrap-around services to people with SMI) staff revealed that half their case managers spend the majority of their workday transporting clients to appointments, the grocery store, etc. The ACT Team supports an on-demand transportation service like microtransit, which would provide this much needed service, and free up their case managers to do their clinical duties.

- **The Violence Must Stop:** Forty-four (44) murders occurred in Lexington in 2022, and there were over 115 non-fatal shootings! **And the detailed problem analysis completed by the National Network for Safe Communities in 2019 (that would put proven policing and intervention strategies in place) remains unimplemented, in limbo.**

2023 Important Network Events (put them on your calendar):

1. **Rally, March 28 at 7:00 PM, TBA**
2. **Nehemiah Action, April 24, 6:30 PM, at Central Bank Center**
3. **Celebration, June 8, 7:00 PM, TBA**

Parish Life Committee

Committee Members: Elaine Billington, Sherri Greer, Marianne Kehres, Don DeLuca, Nancy George, Scott Gralheer, Barbara Moore, Judy Page, Jane Pettibone, and Bea Rosenberg.

Parish Life activities are spread throughout the year as follows:

January

January 23: No meal for Congregational Meeting due to Covid concerns.

March

No Lenten Soup Suppers due to Covid concerns.

March 13: Puzzle Exchange began.

April

April 10: Easter Visuals Painting Party at Pinot's Palette. 17 people attended.

April 23: Keeneland Outing. 22 people attended.

May

May 14: *A Taste of Grace*. We raised \$17,020 for The Kentucky Equine Adoption Center.

May 22: Provided a lunch for End-of-Life class.

May 28: Yard Sale. \$645.00 raised to defray costs associated with *A Taste of Grace*.

June

Painting party at Pinot's Palette for Lexington Pride paintings used to decorate Pride Festival Booth.

June 12: Church Picnic at Ecton Park. Provided meal following the service.

June 25: assisted with Faith Lutheran booth at Lexington Pride Festival.

July

July 3: Farewell Reception for Kaleb Hilton.

August

August 6: Legends Baseball Game. 39 people purchased tickets.

August 21: Provided sandwiches for ice cream social.

September

Provided Sunday lunch for confirmation class.

September 29: Provided light dinner for Assisting Minister & Cantor Forum.

October:

October 15: Tailgating at Keeneland.

October 30: Reception for Pastoral candidate.

December:

December 6: Annual Christmas Party.

December 18: Reception for farewell to Pastor Hahn and thank you to Call Committee.

Thanks to all the members of Parish Life Committee for their dedication and to FLC members who have supported us over the year.

Personnel Committee

Members include Julie Keller, Diane Nicely, Debbie Rosenberg, Ellie Burnside, and JoEllen McComb, chair. The Committee met in February (zoom and in person), March (zoom), May, June, August, September, and November. We welcomed Ellie rejoining the Committee after a break of several years. Diane Nicely stepped down from regular membership at the end of the year. We would welcome interested new members!

The Committee (PC) started the year with follow-up topics from KYOSH compliance review in 2021 and the December 4, 2021, *Reducing the Risk* sexual abuse avoidance training, in addition to assisting with preparing or facilitating interim personnel agreements and position descriptions for music director and youth assistant, nursery oversight, and facilitating annual staff evaluations.

KYOSH follow-up included implementing Bloodborne Pathogen Training procedures and revising New Hire documents to include required information, cost-management for Hepatitis B vaccination option, and establishing record-keeping procedures for staff. Thanks to Cindy Heine for extensive research on requirements and vaccination information. First Aid training procedure for nursery attendants created, to be implemented.

Reducing the Risk (RR) training follow-up review established the need for simplifying training procedures for staff and volunteers to make possible on-going management in the absence of HR staff. PC, under the leadership of Diane Nicely, reviewed available appropriate shorter online programs, in lieu of full four-hour RR training, for training staff and volunteers who regularly work with children and youth. PC engaged interim Youth Assistant, Paige Barricklow, to review selected training videos for the Committee and report back. Review of online programs is on-going. PC, under Ellie Burnside's leadership, established an application form for volunteers who work with youth (needed per liability insurance and RR recommendations), and implemented its use, along with Child Safety Policy and criminal background checks, with VBS volunteers in summer 2022, and announcements to the congregation. At PC recommendation, Council approved repeating criminal background checks every 5 years, as necessary.

The Committee recommends a full RR training session for Council and church leadership which should be scheduled in 2023 to ensure on-going awareness and policy development.

Debbie Rosenberg for the Committee facilitated annual staff evaluations in fall 2022.

The Committee continues to focus on how to effectively create written and self-executing personnel processes to avoid relying upon committee members' memories, in absence of staff responsible for personnel oversight.

Property Committee

The 2022 Property Committee included the following members: Sexton Neil McComb, JoEllen McComb, Jonathan Delap, Council Liaison Gayle McGrath-Council. Committee Chair Jim McGrath, Brian Lundborg, Teri Applegate, Phyllis Hasbrouck, Richard Michel, and Cindy Heine.

The committee worked with our sexton, volunteer parishioners and contractors as required, carrying out and overseeing the maintenance of the church buildings and grounds. Tasks are coordinated by the staff and reviewed by the Property Committee on an as needed basis. Tasks from FLLC are coordinated through Cindy Heine and Charla Heersche.

Below is a summary of the key accomplishments of the year:

- Initiated a new Church Work List (Sharable Google Sheet) to track property tasks. This list is maintained by church staff, Property Committee members and FLLC. The Church Work List can be shared with anyone who is interested.
- Choir and Youth Rooms: replaced ceiling lights with LED fixtures.
- New cleaning arrangements: FLLC is now in charge of cleaning all the areas of the church they use. This includes the classrooms, lower-level halls, lower-level bathrooms, and kitchen. This decision was made by FLLC because our old cleaning service was not meeting their expectations. The church upper floor and Faith House will use a new service, Krystall Klean.
- Faith House: replaced leaking roof. Cost \$8059 (from Capital Fund)

- Faith House: repaired water damaged ceilings and walls. Repainted entire interior. Cost \$6900 (from the Capital Fund)
- Faith House: Replaced ceiling lights with LED fixtures. Cost \$573.
- Phone System: Replaced church phone system with a new managed and hosted phone system. The new system has many modern features such as individual voicemail, call routing/transferring, and forwarding. Additional features include voicemail to email, ability to record voice conversations, supports inbound call queues and searchable call history. There was no upfront cost. Monthly costs increased by approximately \$120 for this service.
- Two property days: Work consisted of yard work including mowing, pruning, and leaf raking.
- Narthex Monitor: Replaced with larger monitor (55") and improved sound system.
- Worked with FLLC to select and replace the commercial refrigerator and freezer in the kitchen.
- Sold the church's unused riding lawn mower for \$1000 and added proceeds to the Capital Fund.
- Added Bluetooth capability to the sanctuary sound system. This enables performers and presenters to connect their phones/computers to the sound system.
- Replaced deteriorating fence behind prayer garden. The expense was shared with our neighbor. Our portion was \$1000.
- Met with contractors and FLLC to review fence designs for new playground fence and gate system. Contract was awarded to Buford Wynn to install aluminum Ameristar Fencing. Cost will be approximately \$14,000 for removal of old fence and installation of the new fence and will be paid by FLLC. We are expecting installation in early 2023.
- City replaced the sewer next to Melrose Street. Sewer walls had deteriorated and collapsed resulting in ground erosion and numerous holes.
- Committee members met with contractors to discuss replacement of cement steps on Melrose side of sanctuary. Selection of contractor is ongoing with initial estimates ranging widely from \$4000 to \$17,000.
- Worked with FLLC to discuss new window shades. Some were selected to try. No determination has been made.

Potential tasks for 2023:

- Repaint exterior of church and Faith House (Note this will be done in phases over the next couple of years. Estimated cost \$12,000.)
- Repair mortar around exterior stone in walls.
- Install external church lighting to highlight building.
- Update Pastor's office.

- Replace narthex carpeting.
- Renovate Youth Room. Currently working with Paige Barricklow and Pastor to identify and prioritize tasks.
- Replace Sharp Lawn Service, our current lawn mowing company. Service is unreliable and performing poorly.

As always, we wish to acknowledge the contributions of all the hard-working volunteers. Volunteers contribute to our committee's efforts to make our facilities an inviting and comfortable place to worship and carry out our ministry.

Worship Committee

The Worship and Music Committee met on the fourth Monday of each month, except June, July, and December. Meetings continued to be hybrid, both in person and on Zoom.

Members include Debbie Anderson (Chair), Carolyn Carden, Charlie Hamilton, Phyllis Hasbrouck (Recording Secretary), Leslie Hughes, Jim Knauss, JoEllen McComb, Ole Wendroth, Debbie Rosenberg (Council Liaison), Kathy Egner (Interim Music Director), Kaleb Hilton (January-June), and Pastor Doug Hahn.

Throughout the year, the committee discussed worship planning and music as we slowly emerged from the pandemic. We strove to balance safety during Covid with the congregation's desire to return to normal. We dealt with numerous issues in the absence of both a permanent pastor and music director. Kathy Egner, as Interim Music Director, and Pastor Doug Hahn, Interim Pastor, have been extraordinarily helpful. Their talents, ideas, and experience have been much appreciated by the committee members.

Music continues at Faith! Kaleb Hilton accepted a teaching position for the spring semester but continued to direct the choir through May. Ruth Lundborg directed the handbell choir this year, and held a beginner's class during the summer, which resulted in a larger handbell group this fall. Kathy Egner took on the position of Interim Music Director after Kaleb's departure in June, and choir has continued well under her guidance. Our choral scholars from UK have been a blessing. Special music, including instrumentalists, has enhanced worship.

In March we began to plan the outdoor service which was held June 12, and worked with the Parish Life committee to include lunch.

In July, Kathy Egner and Debbie Anderson attended the *From Generation to Generation*, a conference of the Association of Lutheran Church Musicians at Valparaiso University. They had a wonderful experience and came back with many ideas regarding music and worship at Faith.

On October 9, Faith had an outdoor service of the Blessing of the Animals, and FLLC families and church members enjoyed the dog obedience demonstration as well as the blessing service.

Concern about recitals and other events at Faith led to the development of guidelines about hosting such events.

The committee considered the possibility of moving to one service and invited discussion with members. It was decided not to pursue this at the present time, but the committee appreciated input from members.

The Visuals team has continued to enhance worship with their creativity and talent, and the new mosaic will grace our sanctuary this next year.

The new year will include discussion about communion and other issues, and we look forward to working with our new pastor Dana Lockhart!

Faith Lutheran Learning Center (FLLC)

Enrollment & Staffing

- 62 preschool students
- 24 K-5 after-school students
- 2 salaried employees, 12 full-time staff, 4 part-time staff (including substitutes)
- 11 students receiving subsidies through the Child Care Assistance Program (CCAP). As of October 24, 2022, all childcare staff in KY became eligible to receive subsidy without the income requirement; some FLLC staff are currently going through the application process.
- 5 classrooms with 2-3 teachers for each class and low teacher-to-student ratios
- Lead teachers are provided time on a weekly basis to plan lessons, discuss ideas with assistant teachers, and document progress and set goals for each child.
- Staffing continued to be a difficult process for most of 2022. The staff have done a great job of supporting one another through periods of staff shortage and Lindsay Scott (associate director) spent countless hours creating and adjusting the weekly schedules and interviewing to fill vacancies.
- Several family members and Val Dutcher (church member and committee secretary) have been volunteering when staffing is particularly low (times when many staff were out at once and Mondays when most of the college employees are unavailable).

Budget & Finances

- Effective August 8, there was a \$5 increase for extended day preschool tuition (\$210/week) – 7am-6pm
- Effective May 30, there was a reduction in school-day preschool tuition (\$175/week) – 7am-3:30pm
- \$9,017 awarded to families in scholarships
- \$813 from Kroger Community Rewards

- \$144,772 from the Division of Child Care (DCC), using American Rescue Plan funds - The primary purpose of the funding is to help centers pay their staff higher wages and to encourage higher education.
- In January 2022, the starting rate for new hires increased to \$14/hour. The original three-year budget plan included an additional \$1 increase in January 2023. With extra grant funding awarded in 2022, and as a thank you to the staff, the LC Committee awarded \$1 in May 2022, increasing the starting rate to \$15/hour.
- The 2023 budget was prepared and approved by the FLLC committee and is awaiting approval from the congregation.

Program & Inspections

- FLLC joined the Child and Adult Care Food Program (CACFP) in September. Lindsay Scott (associate director) is responsible for the application, communication, and management of this program. Kathy Haflich (cook) is also responsible for compliance. FLLC joined this program to help subsidize the high cost of food. So far, the monthly reimbursement has totaled between \$1,400-1,700.
- FLLC's license was renewed, following an annual inspection in July.
- FLLC maintains a 4 out of 5-star quality rating through KY All STARS. The 2022 annual quality rating award was received in Dec, totaling \$2,830.

Building Improvements

- FLLC received a Facility Grant from the Division of Child Care (DCC) to pay for a large sunshade overlapping both playgrounds.
- The ovens, school refrigerator, and school freezer were replaced.
- In early 2023, the playground fencing will be replaced. The LC Committee has been working with members of the property committee to collect quotes and will be moving forward with one company.

Learning Center Committee

Amy Stout, Preschool Parent Representative

Becky DeHoag, K-5 Parent Representative

Cindy Heine, Church Representative

Charla Heersche, Director

Danielle Herrig, Preschool Parent Representative

Jonathan Delap, Chair & Council Liaison

Kris Neese, Community Representative

Lauren Milam, Preschool Parent Representative

Lindsay Scott, Associate Director & Teacher Representative

Suzanne Acton, Preschool Parent Representative

Val Dutcher, Secretary & Church Representative

A special thank you to:

- Val Dutcher, for weekly volunteering, fundraiser planning/execution, and the support she provides for staff, students, families, and directors.
- The LC Committee, for supporting the staff, directors, students, and families.
- Pastor Doug Hahn, for his support of our ministry and his emphasis on connections between church and school
- Kathy Egner, for leading music every Wednesday and accompanying the classes during their Christmas Programs
- Debbie Rosenberg and Leah Hower, for bookkeeping and finance management
- The property committee, especially Jim McGrath and Neil McComb, for helping with projects and repairs.
- Cindy and Richard Heine, for helping with the Christmas Program receptions and for their continuous support of the Learning Center
- Lindsay Scott (associate director), for all the important “behind the scenes” work she does to support me, staff, students, families, and our program - I could not run a successful school without her!
- FLLC staff, for dedicating time and energy to care for children and partner with families.
- Dale and Scharlene Austin for monthly donations – we have much gratitude for your support of our program and mission.

Stewardship Committee

In 2022, the Stewardship Committee adopted the “Beginning a Culture of Generosity” program, presented by the ELCA in 2020, for the third year in a row. This program helps us understand the many gifts God gives us and how we can use gifts of our time, our talents and skills, and our treasures to bring blessings into the lives of others and to share God’s love through what we give to our neighbors in the church, our community, and throughout this world.

The pledge summary below provides a reflection of the generous nature of Faith Lutheran’s members as we begin this new year of 2023. Thank you to everyone who submitted a card of intent; you may still do so if you have not yet turned one into the office. We are excited to see the ways we can spread God’s love through the giving we provide to our many ministries and beyond.

Stewardship	2019	2020	2021	2022	2023
Number of Intent Cards Submitted	78	72	71	67	64
Proposed Amount Based Upon Received Intent Cards	\$285,916	\$278,938	\$264,010	\$244,530	\$264,300
Amount Given by Year's End	\$364,574	\$336,718	\$339,029	\$333,532	

Stewardship Committee: Sherri Greer, Richard Heine, Carolyn Holmes, Pastor Dana Lockhart, and David Templar (chair). We always welcome anyone who would like to join this committee and share your energy and ideas in being a steward of God's world.

Evangelism Team

For the first time in several years, a small group of congregation members, Gayle McGrath, Valerie Dutcher, Scott Gralheer, Ole Wendroth, and Pastor Hahn, met to discuss how to initiate evangelism at Faith. We acknowledged that evangelism typically is thought of as delivering the Good News beyond the confines of our church into the community and that COVID and seeking a new pastor impacted evangelism. We also discussed that through input gathered in cottage meetings and the congregation call survey, our congregation needed evangelism within the confines of the church before we could go into the community.

Nonetheless, we were reaching out into the community. We:

- Strengthened our online worship service. We started with using an iPhone as our "video equipment" but graduated to more sophisticated equipment with a grant from the IK Synod.
- Sought to strengthen our connection with the Learning Center. Pastor Hahn communicated with parents about our church offerings and invited them to receive age-appropriate Christian Education materials if they so chose.
- Had a booth at Lexington Pride Fest 2022. Congregation members talked to festival attendees making them aware of our dedication to being fully inclusive. We also gave away rainbow-colored face masks and lapel pins.

- Installed pole banners on our parking lot lights to bring attention to ourselves.
- Used outdoor yard banners to advise the public of Christmas Eve, Lent, and Easter Services and to invite children to Vacation Bible School.



Mission Endowment Trust

MET Mission Statement: to provide structure to enhance Faith's mission by furnishing a perpetual source of income to fund Christian ministries and church activities through planned and legacy giving.

The Mission Endowment Trust continued to enhance the ministry of the congregation independently from Faith's operating budget. The fund balance at the end of fiscal year, September 30, 2022, was \$412,215.06. We had a total of \$10,623.25 from dividends and interest available for distribution in 2022. Fifty percent was distributed in equal grants of \$663.95 each to our core groups—The Nest, Catholic Action Center, God's Pantry, Salvation Army, Maxwell Street Feed the Homeless, St. Thomas Food Pantry, Mission Lexington, and St. Augustine Chapel. A total of \$5200 was distributed to: Blessings in a Backpack (\$1000), Grace Missions Orphanage (\$2000), Hope Recovery Center for Women (\$1000) and Harstad Fine Arts Series (\$1200). Since the MET's inception in 1998, we have distributed \$92,178 to a wide range of ministries in addition to activities that support the Church. The grand total available for granting in 2023 is \$11,235.38. Anyone who identifies a special need is invited to submit a grant request to the MET committee. Grant request application forms are available in the church office and are reviewed on an ongoing basis.

With the fluctuation and volatility of the market this calendar year, we met with our financial advisor (Lexington Investment Company, Inc.) for an analysis of our portfolio to ensure we are getting a good return on our investments. Our investments are tracking with the fund's benchmarks.

As part of Pastor Hahn's series on *The Legacy of Your Faith and Life* in May, 2022, an overview of MET, its' creation, purpose and the importance of planned giving, was presented to approximately 25 to 30 members of Faith.

The committee revised the Mission Endowment Trust brochure that was distributed to Faith's members. These informational brochures are on display in the church narthex.

In October, 2022. the committee started the process of creating a MET marketing plan to educate members about MET and the value and benefits we provide to Faith, its ministries and other ministries. We created a *Will and Estate Planning Survey* that will be distributed in February, 2023. This survey requests that you inform us of your

intentions that will allow us to plan for the future and ensure your gift will be used to further Faith's ministries.

The endowment is funded by donations from members of our congregation and others—either as a gift while living or through a bequest in a will. We are so blessed that several giving units have already included the MET in their estate plans. Thanks to those of you who have or are considering making gifts to the MET and to those who assist our mission by submitting grant application requests. Thanks to our committee members for expending their time and efforts in order that the MET remains a vibrant, actively giving fund: Joyce Rector-Hayes, Urton Anderson, Ellie Burnside, Jennifer Carey, Dan Lau (Secretary), Gordon Grotrian (Treasurer) and Gayle McGrath.

St. Augustine's Chapel—Campus Ministry

This year has been a very good year for St. Augustine's. At the beginning of 2022 we were on a steady path of growth, both in spirit and in numbers, and that path has continued. Marked by study, prayer, and fellowship, we have continued to learn to walk the Way of Christ together.

Over the course of this year, our Student Gathering has completed its study of Matthew's Gospel and begun the Gospel of Luke. We have installed a new leadership team for the Student Gathering and they are taking charge! They have written a mission statement and planned SMART goals for this year. We are looking forward to continuing this strong leadership into 2023. They are also coming up with ideas and taking the initiative to make those ideas a reality. The Student Gathering, our weekly Bible study and fellowship, is in the best position it has been in since I began in 2017.

We have added a second offering this semester, called Open Call. This online teaching offering is open to anyone with a connection to the University of Kentucky or Transylvania University. In the Fall semester we completed a survey of Church History. We will begin a survey Christian Theology in the Spring Semester. While currently still only attended by students, I have hopes to expand Open Call as we move into other offerings. All in all, it has been a good year.

Unfortunately, we have still not been able to expand our outreach to the faculty and staff, and we have also not been able to begin an independent student group at Transylvania. We are going to take some time this year to reexamine our strategy in both areas and hopefully be able to relaunch at Transylvania in the near future. Currently, our outreach to faculty and staff is taking a break, but there may be some movement with some of our denominational partners early in 2023.

While we did not meet our fundraising and board leadership goals in 2022, we have the issues well in hand as we move into 2023. A new board co-president has been appointed by the Diocese of Lexington and many of the administrative barriers raised by Covid have receded and we are getting worked out and we are getting back to work.

I hope to be able to join you in worship soon, and I look forward to seeing you, my beloved kindred in Christ, at Faith Lutheran.

Grace and Peace, Rob Coulston Campus Minister

Capital Campaign

Summary through 2022

Balance from 2021	\$ 55,832.09
Contributions	
Source	
Members	\$ 1,000.00
Interest	\$ 4.83
Total Contributions	\$ 1,004.83
New Balance	\$ 56,836.92
Expenses	
Roof Replacement Faith House	\$ 8,009.20
Ceiling Lights	\$ 1,941.36
Sub total expenses	\$ 9,950.56
Remaining Balance	\$ 46,886.36

Projects still to be completed

1. Carpet in the Narthex/Gathering Area, offices, and Faith House
2. Redecorating/refurnishing allowance for new pastor for his study
3. Clean-up/upgrade/redecorate inside of the building
4. Redecorate Youth Room
5. Future HVAC needs (we have replaced 3 out of 8 air conditioners
6. Ice machine
7. Outdoor landscaping, including lighting, for the front/side of the church.
8. Steps outside transept
9. Replacement of windows on the back of the main building \$80K
10. Kitchen Freezer \$4000

Faith Lutheran Church 2023 Budget Comparison

Faith Lutheran Learning Center 2023 Budget Comparison