

A dark grey background with numerous small, light-colored circles scattered across the top half, resembling confetti or stars.

MESSIAH LUTHERAN CHURCH

2018

ANNUAL REPORT

410 H Street NE
Auburn, WA 98002
253.833.5280
www.mlcauburn.org

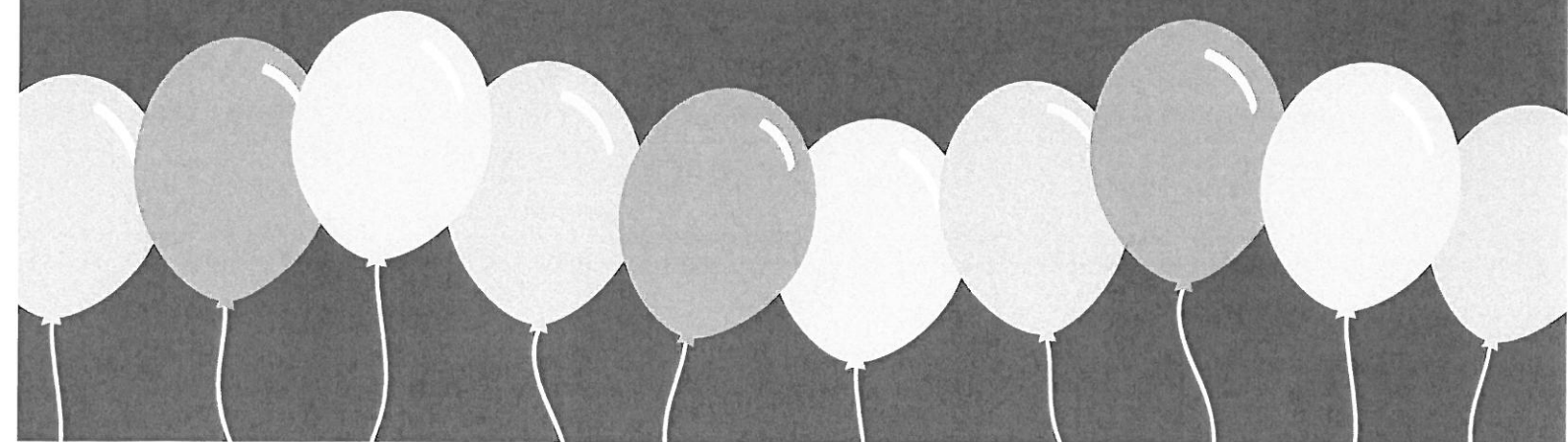


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Messiah Lutheran Church

410 H St NE – Auburn WA 98002

253-833-5280

www.mlcauburn.org

Senior Pastor:	The Rev. Charles Harris
Director of Faith Formation:	Deacon Traci Vatne
Church Administrator:	Mary Berglund
Administrative Assistant:	Lynne Inman
Church Bookkeeper:	Pam Downing
Worship & Communication:	Tia Monsen
Organist/Ringers/Keyboardist:	Katie Walda
Interim Visitation Pastor	The Rev. Arden Barden
Worship Leads:	Julie Swienty, Pianist for 9:30 Service Janene Nelson, Director of Messiah Chorale Kristi Perko & Elisa Holman, 10:45 Worship Leaders Elisa Holman, Director of Alleluia Express
Tech Team:	Scott Gillette, Jay Baunach, Paul Holman, Brent Kirkpatrick, Chris Sandoval, Alan Melrose
2018 Church Council:	Jonathon Kniss, President Christi Gillette, Vice President Anne Baunach, Secretary Nick Brinkmeyer, Treasurer Jaymie Baunach Dave Carlsen Cathy Hawkins Alex Littlefield Alan Melrose Charlie Radabaugh Lori Revely
Financial Assistants:	Judy Bishop, Julie Carter, Sharon Carlson, Connie Stone
Head Ushers:	Georgia Balzarini, Eunice McFarlane
Altar Guild Chair:	Joanne Seng
Funeral Reception Coordinators:	Sharon Carlson, Anna McAlpin

2018 Church Membership and Pastoral Act Report

Children Baptized

Date of Baptism	Name
06/24/18	Ford Eldon Emerson Meyenberg
06/24/18	Maxwell Thomas Hollern
07/09/18	Finley Alex William DeBruler
10/14/18	A. J. Newbury
11/04/18	Isaac Melvin Sheehan
12/30/18	Samuel Roy Clement

Adults Baptized

Date of Baptism	Name
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Baptized Youth Confirmed

The following baptized youth participated in the Rite of Confirmation on Sunday, June 3 2018 and were approved by the church council for confirmed membership on June 21, 2018 at Messiah Lutheran Church.

Name	Baptized at:	Bible Verse
Brooklyn Hope Bankers	Messiah Lutheran Church	1 Corinthians 13:13
Sarah Caffoe	Messiah Lutheran Church	Proverbs 31:25
Ryan Burke Downing	St Stephen the Martyr Church	1 Peter 5:10
Meghan Kimberly Hamell	Kent Lutheran Church	Galatians 3:28
Jenna L. Hamilton	Messiah Lutheran Church	Psalms 101:1
Megan Kristine Hedrick	Messiah Lutheran Church	Romans 12:9
Kristin Rae Jones	Grace Lutheran Church, Des Moines	Ecclesiastes 4:9-10
Madison Nicole McKeough	Messiah Lutheran Church	Exodus 14:14

Adult Affirmation of Faith

Date of Affirmation	Name
03/01/18	Barbara Welch
03/01/18	Jim Wilson
03/01/18	Venell Wilson
06/14/18	Tacheron, Paul
06/14/18	Tacheron, Lucy

Received by Transfer

Date of Transfer	Name	Transferred from
03/01/18	Cynthia McGlothorn	Creator Lutheran, Bonney Lake WA
03/01/18	Bill Johnson	Messiah Lutheran Church, Downey CA
03/01/18	Rose Johnson	Messiah Lutheran Church, Downey CA
03/01/18	MaryLou Macarius	Steele Lake Presbyterian
03/01/18	Arden Barden	
03/01/18	Carol Barden	
03/01/18	Linda Wright	Good Shepherd Lutheran Church,

By Other Means

Date	Name	Reason
05/02/18	Tim Pierce	Reinstatement

Memorial Services

Date of Death	Date of Service	Saint
12/24/17	01/13/18	Lynn E. Pope (NM)
01/09/18	01/25/18	Allan Saxton
01/04/18	01/27/18	Svava Sigmar
02/24/18	03/17/18	Debra C. Lemke Recchio
	04/26/18	Florerean Campbell (graveside)
	05/03/18	Mae Wolfe
06/08/18	06/23/18	Florence Revell
09/01/18	09/14/18	Lucille Kuzmer
	10/06/18	Renae Donofrio
11/20/18	12/1/18	Clarence "Bud" Larson

Funeral Services/

Date of Death	Date of Service	Saint
03/22/18	04/04/18	Shirley Nickelsen
04/10/18	04/16/18	Don Johnson

Death – No Service through Messiah Lutheran

Date of Death	Date of Service	Saint
03/11/17	no service	Lloyd Marion

Removed by Transfer

Date of Removal	Name	Transferred to
11/26/2018	Donald A Jensen	Family of Grace
11/26/2018	Judy Carol Jensen	Family of Grace
12/6/2018	Michael C. Tipton	Lake Chelan Lutheran Church
12/6/2018	Patti (Eberlein) Tipton	Lake Chelan Lutheran Church

Removed for Other Reasons

06/27/18	Forero, Oscar	by his request
06/27/18	Hoover, Cirel	by her request

Weddings

Date of Wedding	Names	Presiding Minister
06/22/18	Patrick Wohlhueter/Amanda Small	Charles Harris
07/08/18	Ernest Thomas/Lauren Mendez	T. Vatne/C. Harris
07/14/18	Myles Hanson/Jessica Moden	Eric Wooldridge
09/08/18	Wayne R. Scott/Lenora Dulin	Charles Harris
09/15/18	Jason Smith/Stephanie Nelson/Penland	Charles Harris
11/17/18	Mitchell Morey/Shannon Mulinski	Charles Harris

	Worship Attendance				
Year	2014	2015	2016	2017	2018
Weekly Average	319	303	306	287	274
Easter Attendance	844	693	771	713	741
Christmas Attendance	690	728	684	403 *snow	645

Summary Information About Members 2018		
	Baptized	Confirmed
Members at the end of 2017	838	649
Members Received		
Children Received by Baptism	6	
Adults Received by Baptism		
By Affirmation of Faith	5	5
By Transfer from ELCA Congregations	4	4
From Other Lutheran Congregations	2	2
From non-Lutheran Congregations	1	1
By Other Means	1	1
Baptized Youth Who Were Confirmed		8
Total	19	21
Statistical Adjustment		
Members Removed		
By Death	12	12
By Transfer to Other ELCA Congregations	4	4
To Other Lutheran Congregations		
To non-Lutheran Congregations		
For Other Reasons	2	2
Total	18	18
Members at the end of 2018	839	652

**Messiah Lutheran Church Annual Meeting Minutes
January 28, 2018**

Call to Order by President Jonathan Kniss at 10:57 a.m.
Quorum was established with 104 signed in.

Opening Prayer: Pastor Eric Wooldridge led the congregation in an opening prayer.

Agenda

Adoption of Agenda. Motion to approve the agenda for January 28, 2018.
L. Inman / C. Radabaugh. Motion carried.

Approval of Minutes. Motion to approve the January 29, 2017 minutes.
Benjamin I L. Powers. Motion carried.

New Business

- Nominations.
 - **Council, 3 Year Terms.** The Nominating Committee brought forward four names for three three-year term vacancies on council (Jaymie Baunach, Nick Brinkmeyer, Dave Carlsen, and Wayne Gilthvedt.) Nominations were solicited from the floor. No additional nominations were made.
 - **Council, 1 Year Term.** The Nominating Committee brought forward one name for a one-year, unfulfilled position on council (Alan Melrose.) Nominations were solicited from the floor. No additional nominations were made.
 - **Endowment Committee.** The Nominating Committee brought forward two names for two three-year term vacancies on the Endowment Committee (Mary Berglund and Ross Chamberlain.) Nominations were solicited from the floor. No additional nominations were made.
 - **Synod Assembly.** There is not a synod assembly in 2018 so no nominations were made.
 - **2018 Nominating Committee.** The Nominating Committee brought forward three names for a one-year position on the 2018 Nominating Committee (Barry Brenan, Paul Decker, and Sheila McLaughlin.) Nominations were solicited from the floor. No additional nominations were made.
 - Ballots were distributed, collected, and counted by Lori Johnson, Charlie Radabaugh, and Alex Littlefield.
- **Proposed Budget for 2018.** Treasurer Ross Chamberlain reviewed the proposed budget for 2018 that was put together by the Finance Committee (Ross Chamberlain, Chuck Carlson, Duane Gatzke, Bev Melrose, Pastor Eric Wooldridge, and Pastor Chuck Harris.)

Assistance was provided by church staff members: Lynne Inman, Pam Downing, and Mary Berglund. Highlights of the presentation included:

- The budget is balanced this year with no congregational challenge.
- Income was below budget for 2017 as were expenses.
- Rental income was significantly over budget and has helped us in balancing the budget moving forward. The biggest jump in rental income was the addition of the Seventh Day Adventist Congregation worshipping in our building and the Auburn School District ECEAP Preschool that is now renting classroom space.
- Income for 2018 is projected to be \$824,840. This comes from 123 pledges and estimates of unpledged giving.
- Expenses for 2018 are budgeted to be \$824,840. This is 5% less than the 2017 budget.

Several questions were asked and comments made:

- Questions were asked about what it would take to keep our rostered staff at synod guidelines. The synod guidelines have increased substantially for 2018 to better represent the cost of living in the Pacific Northwest. It would take around \$35,000 to be able to meet synod guidelines.
- It was suggested that pledge cards be moved online for 2019.
- It was suggested that members go home and consider increasing their pledge to meet unfunded request in the budget.
- It was asked whether there would be an opportunity for staff salary adjustments or bonuses later in the year if income was ahead of projections.

Old Business

- There was no old business.

Receive Reports: President Kniss provided the opportunity for committees to add to their written reports.

- **Endowment Committee:** Homer Wood reported that this was the 25th year for the endowment which has grown to a corpus of \$550,000 (market value) and will distribute \$19,000 in 2019. Last year, the council was asked to prioritize needs for the Endowment Committee to consider and organ repairs was the top priority. On April 15, the Endowment Committee will sponsor an Evening with the METT which will include an evening educational seminar and catered meal for more to learn about opportunities through the endowment.
- **Messiah Video:** A photo montage of various ministries was shared.
- **Election Results:**
 - **Council, 3 Year Terms:** Jaymie Baunach, Nick Brinkmeyer, and Dave Carlsen
 - **Council, 1 Year Term:** Alan Melrose
 - **Endowment Committee:** Mary Berglund and Ross Chamberlain
 - **Nominating Committee:** Barry Brenan, Paul Decker, and Sheilia McLaughlin

For the Good of Messiah:

- Jonathan Kniss acknowledged the outstanding work of the staff and volunteers.
- Alan Melrose recognized the Finance Committee for all their hard work.
- Ruthanne Henderson shared her love for the congregation's verse (Micah 6:8) as it was her confirmation verse. She reminded us that one of the ways that we can live into this verse is becoming familiar with the social statements and social messages that are on the ELCA website.
- Jamie Henderson reminded the congregation that God's Work Our Hands will be happening on September 9, 2018. There will be a global emphasis this year.
- Adriana Chandler shared that the quilters sent 500 school kits to Lutheran World Relief this year. They were part of the 305,000 quilts and 215,000 school kits that were distributed around the world. She highlighted the Pie Sale happening on February 11 that helps cover shipping costs for school kits and quilts. It was noted that one of Adriana's quilts made the Lutheran World Relief poster. Lisa Powers shared a story of one of her MBA students at Saint Martin's University who was a lost boy of Sudan that remembers receiving a school kit as a child and what a huge difference that made in his life.
- Kelly Mullin shared that the Buy One Give One hot chocolate sale to kick off Mission Sunday raised \$107 and thanked the congregation for their support.

Pastors' Remarks:

- Pastor Eric reflected that he'd had a very symmetrical time at MLC: two years with Pastor Greg, two years in transition, and now two years with Pastor Chuck. He talked about this time being the best with a clear vision and mission as we learn to live into Micah 6:8. He shared his excitement about strategic partnerships especially with the Auburn School District ECEAP program.
- Pastor Chuck shared that his word that describes this time is gratitude. He reflected on the memorial service that had happened for Svava Sigmar and the remembering that Pastor Eric & Svava Sigmar were not about sitting around and doing the same thing -but rather helping MLC to move forward. He asked that the congregation keep one another and the congregation in prayer as we continue to meet the changing needs of the Auburn community.

Adjournment: A motion was made to adjourn the annual meeting. N. Kirkpatrick/ A. Littlefield. Motion carried. The meeting was adjourned at 12: 17 p.m.

Closing Prayer: Pastor Chuck Harris led the congregation in a closing prayer.

The group adjourned to a lasagna lunch prepared by Sheila McLaughlin.

Respectfully submitted.

Anne Baunach
Council Member

Dear Messiah Lutheran Church congregation,

As my Council term draws to a close, I'd like to provide you with some perspective.

First of all, as a Council, I believe our greatest responsibility is to take care of things such that we provide you with a great place to exercise your faith and worship together.

A few years ago, we engaged the congregation in a comprehensive survey. The Council, along with a separate team of people, turned that information into a Mission Portfolio. Although it was a big step forward to have a stated Mission Portfolio, it really is only words, unless it is put into action. Over the last year, your Council has spent a great deal of time defining our Mission Portfolio in further detail and creating a Strategic Plan from it. Now we have a well-defined Mission Portfolio, with goals, timelines, responsibilities, and measures. All of this has been serving as a lens that we've been using to assess priorities, determine staff job descriptions, and prepare a budget. We intend to share our work with you at our Annual Meeting.

Speaking of the budget, we finished last year with a surplus! For this year's budget, we finally have an opportunity to provide our great staff with pay increases, which brings their compensation closer to synod-recommended levels.

I'm happy to report that our Council members generally like each other. In part through retreats, we've gotten to know each other such that when we disagree, we have constructive debates. Many of us recall being on Council when that was not the case! In addition, this Council has good harmony with the Staff. We've intentionally held retreats with both Council and Staff present.

My greatest gratitude goes to our army of volunteers, which are the heart and soul of this Church. Many are visible however, many are not. Many are thanked however, many are not. The need is great. We intend to do a better job in the future identifying volunteer needs, recruiting needed volunteers, and recognizing our volunteers.

Our work is never done, and I look forward to your support of the Council as it continues its work.

Thank you for the opportunity to serve.

Jonathan Kniss

As the Church Council and Council Subgroup on Staffing move forward to staff our congregation for 2019 and beyond, Messiah's stated Mission and Vision is clearly in sight. In 2018, the council spent some time writing narratives for each of our four mission priorities. They are worth revisiting now as we look to 2019 and beyond.

Grow Amid Courageous Engagement:



We are excited about the work we do and cherish the community we share through life's ups and downs. We want to share this community with new people, and we want to change and grow with their presence. We commit ourselves to engage with people outside our community, as well as people within Messiah. We will create a welcoming culture and ensure that each person receives the message: There is a place for you here!

Reach Out with Strategic Partnerships:



We recognize that the Auburn community and its population are changing. We care about people and want to provide meaningful resources; therefore, we continue to look for mission compatible partners. We acknowledge as a church family that we have limited resources. To fully implement our mission priorities, we are continuing to reach out to other organizations in the community to form strategic partnerships.

Reach in for Meaningful Service:



As a congregation we will identify a vision for living into Micah 6:8. We will provide opportunities through faith formation, worship, and emerging and established small groups to help congregants discern their Christian calling for service. Through multiple opportunities to serve, we will engage diverse groups of people within Messiah to have the passion and ability to serve others and glorify God.

Nurture through Passionate Spirituality:



We cultivate lively growth in faith for individuals bound together on a journey in a diverse and exciting church community. As we fully share who we are with one another, through respectful conversation and kind action, we envision a community alive with the desire to know and follow Jesus. We commit ourselves to join together in sharing our stories, hearing scripture, praying, and discerning God's call to action in our lives.

On the following pages are the ministry descriptions for two new Messiah staff members. The descriptions reflect the council's desire to hire for mission. May God bless our efforts as we move forward. In Christ, *Pastor Chuck Harris*

Messiah Lutheran Church

Auburn, WA

Ministry Position: Associate Director of Faith Formation & Partnerships
Reports To: Director of Faith Formation and Senior Pastor
Effective: when filled
Directly Supervises: Volunteers
Status: Full-time
FLSA: Non-exempt
Background Check: Required

Position Purpose

The purpose of the Associate Director of Faith Formation and Partnerships is to help the congregation of Messiah Lutheran Church live into its mission of doing justice, loving mercy, and walking humbly.

Ministry Position Summary

The faith community of Messiah Lutheran Church is seeking an Associate Director to help the congregation develop lively growth in faith and foster both internal and external partnerships that serve the greater Auburn community. This full-time position is designed to work in conjunction with church staff and congregation members and friends to 1) nurture growth in faith for our youngest children through youth in 6th grade and their families and 2) build both internal and external partnerships that allow the congregation to accompany those in need. Specifically, this person will help the congregation with three of its mission priorities:

- **Nurture through Passionate Spirituality:**

We cultivate lively growth in faith for individuals bound together on a journey in a diverse and exciting church community. As we fully share who we are with one another, through respectful conversation and kind action, we envision a community alive with the desire to know and follow Jesus. We commit ourselves to join together in sharing our stories, hearing scripture, praying, and discerning God's call to action in our lives.

- **Reach Out with Strategic Partnerships:**

We recognize that the Auburn community and its population are changing. We care about people and want to provide meaningful resources; therefore, we continue to look for mission compatible partners. We acknowledge as a church family that we have limited resources. To fully implement our mission priorities, we are continuing to reach out to other organizations in the community to form strategic partnerships.

- **Reach in for Meaningful Service:**

As a congregation we will identify a vision for living into Micah 6:8. We will provide opportunities through faith formation, worship, and emerging and established small groups to help congregants discern their Christian calling for service. Through multiple opportunities to serve, we will engage diverse groups of people within Messiah to have the passion and ability to serve others and glorify God.

Ministry Focus:

- Facilitate leadership development for our youngest children through youth in the 6th grade and their families
- Provide opportunities for fellowship
- Nurture faith formation
- Develop, present, and guide opportunities for service
- Create and support networks of mission compatible partners

Ministry Responsibilities and Duties

- Facilitate messaging that children and youth are fully valued in the life of Messiah. Provide children and youth with opportunities for reflection on scripture, nurture them in love, model an active and serving faith, and encourage participation in all the ministries of the Messiah community.
- Coordinate a Sunday School program in alignment with the AOB and Adult Faith Formation programs' practices and goals.
- Coordinate a Vacation Bible School (VBS) program.
- Integrate service and accompaniment activities into the lives of our children, youth, and families.
- Build relationships with children and youth beyond church activities by attending school and athletic events, special events, and informal gatherings with children and their families in a variety of settings.
- Communicate strategically with children, parents, Messiah and the wider community via in-person contacts, telephone, e-mail, text, website, Facebook, Instagram, monthly newsletter, bulletin boards, worship bulletin announcements, etc.
- Recruit, train, encourage, and support lay people in various volunteer ministries of working with children, youth and families in the church.
- Cultivate an appreciation and desire for children and youth to participate in the ministry of the whole church.
- In conjunction with the Director of Faith Formation, prepare and manage the budget for Passionate Spirituality.
- Provide support for the Community Meal each week. In conjunction with the meal, build relationships and trust with our meal guests, Messiah congregants, and the wider Auburn community. Help identify, orient, and support new volunteers, from both inside and outside the congregation, to become engaged with, and passionate for, this opportunity to minister with others.
- Identify and facilitate complimentary programs to take place during the time of the Community Meal.
- Promote a congregational culture of accompaniment with the wider community. Nurture, participate in, and provide opportunities for cross cultural and inter-religious dialogue. Facilitate roundtable conversations and times of storytelling and story sharing. Bring community speakers to Messiah to help us hear the perspectives, gifts, and needs of our neighbors.
- Become familiar with community resources for those in need. Have conversations with the wider Auburn community to understand the resources that are available and the gaps that exist.

Function as a broker of information and a resource connector for those in need and for those looking to serve.

- Engage with Messiah congregants and facilitate the identifying and sharing of their gifts and talents with the community in need. Find creative ways for Messiah congregants to engage with and accompany the wider community through lives of service.
- Document accompaniment opportunities and bring them forward to the congregation. Make recommendations on how Messiah congregants can engage with the community in need.
- Build a yearly plan for community connection and outreach.
- Facilitate a process of grant writing for community projects.
- Inform the Messiah staff of opportunities for service and help discern connections between existing ministry groups and wider community needs.
- Participate in weekly staff meetings, learning opportunities, retreats, and social functions. Attend council meetings on a regular basis.

Interpersonal Relations

Must be able to work with Messiah congregants, staff, guests, and community partners in a positive, patient, helpful, and supportive manner. Works as part of the staff team and in close contact with ministry team leads.

Required Qualifications

- Bachelor's degree or equivalent
- Proficiency in the English Language
- Commitment to ELCA theology and practice
- Demonstrated experience in ministry with children and community engagement
- Knowledge of local (Auburn) nonprofit agencies
- Computer skills including Microsoft Office Suite
- Organized and efficient with a high attention to detail
- Effective oral and written communication skills
- Able to work independently and on a team
- Flexible and adaptable to changes in schedule, workload or assigned tasks
- Able to work effectively with volunteers and youth from diverse backgrounds
- Valid Washington driver's license and insured vehicle

Preferred Qualifications

- Bilingual in English and a second language, preferably Spanish

Work Environment

- Time will be spent in an office environment as well as traveling to meet with Messiah families and community partners throughout the Auburn area
- Position requires sitting to organize, respond to emails, attend meetings, promote opportunities, and some standing for presentation
- Position requires irregular working hours including late afternoon, evenings, and weekends including Sundays

Hours and Compensation

- This is a full-time position. Compensation is based on qualifications and experience.

Open Date: 01/15/2019
Close Date: when position is filled

To apply for the position of Ministry in Need Coordinator, please submit the following:

- Letter of Application. The letter should address your work experiences as they relate to the ministry responsibilities and duties outlined in this ministry description.
- Current resume.
- Three References. Please provide the name, address, phone number(s) and an email address for each of your references.

Send all required documentation to:

By US Mail: Pastor Chuck Harris, Messiah Lutheran Church, 410 H Street NE, Auburn, WA, 98002

By Email: chuck.harris@mlcauburn.org

Please submit email attachments in doc., docx., or PDF format

Messiah Lutheran Church

Auburn, WA

Ministry Position: Minister of Caring and Adult Faith Formation
Reports To: Senior Pastor
Effective: when filled
Directly Supervises: N/A
Status: Part-time
FLSA: Non-exempt
Background Check: Required

Position Purpose

The purpose of the Minister of Caring and Adult Faith Formation is to help the congregation of Messiah Lutheran Church live into its mission of doing justice, loving mercy, and walking humbly.

Mission Priority Support

The individual in this position will help support the congregation in the following mission priorities:

- **Reach in for Meaningful Service:**
As a congregation we will identify a vision for living into Micah 6:8. We will provide opportunities through faith formation, worship, and emerging and established small groups to help congregants discern their Christian calling for service. Through multiple opportunities to serve, we will engage diverse groups of people within Messiah to have the passion and ability to serve others and glorify God.
- **Nurture through Passionate Spirituality:**
We cultivate lively growth in faith for individuals bound together on a journey in a diverse and exciting church community. As we fully share who we are with one another, through respectful conversation and kind action, we envision a community alive with the desire to know and follow Jesus. We commit ourselves to join together in sharing our stories, hearing scripture, praying, and discerning God's call to action in our lives.

Ministry Position Summary

The Minister of Caring and Adult Faith Formation at Messiah Lutheran Church will facilitate a comprehensive Caring Ministry Program and provide pastoral care for those church members and friends unable to participate in the regular activities of church life. The individual will also work on creating Adult Faith Formation and Vocational Reflection opportunities across a variety of existing and potential ministry platforms. Finally, the individual will assist, on a periodic basis, with preaching and leading worship, both for regular Sunday services and other special services as the need may arise.

Ministry Responsibilities and Duties

- Assess the care needs of congregation members and friends and work to develop and support a plan of care across a network of individuals to meet the identified care needs. Provide ongoing evaluation and adjust the care network plan and response as needs either increase or decrease.
- With Care Team input, maintain and update a database of those who are shut-in, hospitalized, or otherwise unable to participate in church activities on a regular basis, along with suggested levels of caring ministry to be provided. Provide Senior Pastor with care need priorities upon which follow-up is needed.

Open Date: January 15, 2019
Close Date: when position is filled

- Maintain and execute an ongoing pastoral visitation schedule with those unable to participate in the regular activities of church life. Determine, in consultation with the Care Team and Sr. Pastor, the appropriate frequency of pastoral visits with these individuals.
- Coordinate pastoral visitation with Care Team participants who are providing ongoing visits for those unable to regularly participate in church activities.
- In consultation with the Sr. Pastor, work with families grieving the loss of a loved one and shepherd them through the cycles of loss. Be prepared to provide follow-up pastoral care as indicated or requested by families.
- In coordination with the Sr. Pastor, plan, facilitate and/or lead memorial, funeral, and/or graveside services for congregation members and friends as requested by family.
- On a schedule to be determined with the Sr. Pastor, be available for and respond to requests for emergency pastoral care.
- Partner with the Director of Faith Formation and the Associate Director of Faith Formation to create, implement, and nurture a seamless faith formation program built on the pillars of Leadership Development, Fellowship, Faith Formation, and Service.
- Teach in the adult forum and schedule other instructors and speakers on a regular basis. See that a variety of biblical, theological, historical, ethical, and practical topics are covered. Lead other faith forming experiences and classes as appropriate.
- Guide and equip Messiah's already existing small group ministry. Nurture small group leaders and assist them in choosing material appropriate for their small groups.
- Participate in the FaithWalk Ministry, first as a participant, second as a guide, and then as a coordinator. With the Sr. Pastor, help shape the FaithWalk ministry as the primary entrance into Messiah life and growth in faith.
- Communicate the FaithWalk process to the congregation as an opportunity for members and friends to be mentors in faith for their families, friends, and/or neighbors.
- Participate in Messiah's weekly staff meeting, the monthly Care Team Ministry meeting, and other meetings with staff or teams as necessary.

Job Skills and Requirements

- Applicant may be either a Lay Minister or Rostered Clergy. Emphasis is on strong and articulate journey of faith and commitment to ELCA biblical, theological, and social stances.
- Background or emphasis in pastoral care ministry, faith formation, and vocational guidance is required.
- Proficiency in computer skills including utilization of Microsoft Office 365, Church Windows, and Google Docs.
- A commitment to good interpersonal and communication skills, teamwork, and support of church ministries.
- A commitment to confidentiality regarding all conversations and records, including, but not limited to, the church, church staff, and church members and friends.

Hours and Compensation

- The position is available 01/15/2019; start date is negotiable.
- We have budgeted based on 28 hours per week. Weekly hours are flexible, with some weeks being under 28 hours a week and some weeks over 28 hours, based on personal schedule and workload demand in the congregation. Compensation is determined through the congregation's

Open Date: January 15, 2019
Close Date: when position is filled

budget process and approved at the congregation's annual meeting. Through the budget process, a level of benefits will be determined.

- Conversation with Sr. Pastor to check-in on workload and hours will occur as mutually scheduled.
- Paid vacation time and sick leave is provided per congregational leave policy.
- Mileage for job related travel will be reimbursed based on IRS rules. A professional expense account will be provided. Amount is determined annually through the congregation's budget process and approved at the congregation's annual meeting.

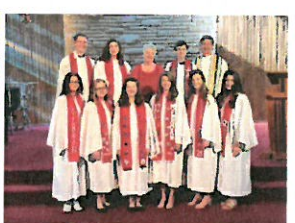
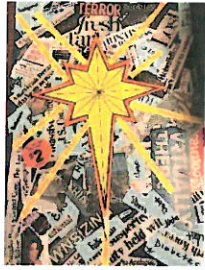
To apply for the position of Minister of Caring and Adult Faith Formation, please submit the following:

- Letter of Application. The letter should address your work experiences as they relate to the ministry responsibilities and duties outlined in this ministry description.
- Current resume.
- Three References. Please provide the name, address, phone number(s) and an email address for each of your references.

Send all required documentation to:

By US Mail: Pastor Chuck Harris, Messiah Lutheran Church, 410 H Street NE, Auburn, WA, 98002

By Email: chuck.harris@mlcauburn.org / Please submit email attachments in doc., docx., or PDF format



Director of Faith Formation
The Year in Pictures: 2018

- Row One, Picture One: This is an Epiphany picture we made at WOW! last January to remind us that the light shines in the darkness and the darkness cannot overcome it. WOW! is our weekly youth night for 6th-12 grades.
- Row One, Picture Two: Our annual Youth Leadership Retreat, themed Mission Possible, based on our Messiah Mission Statement: We are an inclusive community following Jesus, worshiping God, striving side by side, and mending the broken places in all creation. Forty middle-school youth, high-school youth, and adults attended.
- Row One, Picture Three: I was the Synod Coordinator for the 2018 ELCA Youth Gathering. This picture was taken at one of the trainings in Houston.
- Row One, Picture Four: This is what 175 casseroles looks like! The youth who attended the ELCA Youth Gathering made these for a Take-and-Bake Casserole Fundraiser. It was a success!
- Row Two, Picture One: Tubing on a crisp winter day last February – one of my favorite events last year.
- Row Two, Picture Two: Western Theme Dinner fundraiser for the Gathering. It was a rootin'-tootin' good time!
- Row Two, Picture Three: WOW! at the cemetery with Pastor Chuck, discussing life, death and legacy.
- Row Two, Picture Four: 9th grade Affirmation of Baptism Retreat fun.
- Row Three, One and Two: Holden Village May Youth Weekend. Such a great weekend, such a beautiful location.
- Row Three, Picture Three: Gathered for fun and fellowship at the Cromwell's house. I'm so grateful to the many people who open their home to us for events.
- Row Three, Picture Four: Affirmation of Baptism 2018
- Row Four, Picture One: As Synod Coordinator for the Gathering, I planned an event for all 150 SWWA participants going to Houston. Here we are in Olympia!
- Row Four, Picture Two: Senior Sunday, Blessing of the Quilts. One of my favorite Sundays of the year.
- Row Four, Picture Three: Service Day at the ELCA Gathering in Houston. The theme was "This Changes Everything!"
- Row Five, Picture One: One of my favorite pictures of the year. Gathered with 35,000 youth and adults in Houston to praise, serve, learn and grow.
- Row Five, Picture Two: Flathead Lutheran Bible Camp 2018. The best place in the world.
- Row Five, Picture Three: Messiah Mission Mini in Spokane. Two service projects, one day at Silverwood, and a whole lot of fun!
- Row Five, Picture Four: Middle School Lock-Out group gathered at the Newbury-Blotner home.
- Row Six, Picture One: High School Lock-Out group, gathered at the Baunach home.
- Row Six, Picture Two: Back-to-school Hang Night in September. Thanks, Scott Gillette, for your hard work! We sent a record for how many friends attended this Hang Night!
- Row Six, Picture Three: 7th and 8th grade Affirmation of Baptism Retreat in November. "YOU are the LIGHT of the WORLD!"
- Row Six, Picture Four: One moment captured of the many hours I spend in the church van each year.
- Row Seven, One and Two: Halloween Carnival and Trunk-or-Treat
- Row Seven, Picture Three: Our Goodbye WOW! with the Mullin family. 2018 was the year of tough goodbyes.
- Row Seven, Picture Eight: Christmas party at Point Defiance Zoolights.

Our youth program is built on four pillars: Leadership, Fellowship, Faith and Service (LEFFSE). These are just a fraction of the many photographs snapped last year at various events, retreats, and gatherings as we strove to build faithful leaders who will be the hands, feet and heart of Jesus in our world. I hope the photos somehow portray the love, fun, laughter, and depth this community shares.

I am grateful to the many youth who call this place home, grateful to the parents who get them here, grateful to the adults who chaperone, teach, lead, drive, and love our kids, grateful to the staff-family I spend my days with, and grateful to Messiah and the generous support with which you bless us.

I am yours in Christ, Traci Vatne

"I have heard about your faith in the Lord Jesus and your love for all of God's people. So I never stop being grateful for you, as I mention you in my prayers. I ask the glorious Father and God of our Lord Jesus Christ to give you his Spirit. The Spirit will make you wise and let you understand what it means to know God. My prayer is that light will flood your hearts and that you will understand the hope that was given to you when God chose you. Then you will discover the glorious blessings that will be yours together with all of God's people."

Ephesians 1:15-18

When I think about the last year at Messiah I am filled with gratefulness for the people of Messiah. Just last Sunday we heard the gospel reading from Luke where Jesus and his family travel to Jerusalem for the Festival of the Passover and when it is time to leave, they discover that he has not been traveling home with them. After what I imagine must be a horrific three days, they find Jesus in the temple, listening and asking questions. I love this text because we get a little glimpse of what Jesus' life was like before his ministry began and what life for Mary and Joseph must have been like raising the Son of God.

I also love the picture this text paints- the family traveling together, not just Mary and Joseph and Jesus, but relatives and friends as well, following the custom of their family to worship together at the Festival of the Passover. This was an event for the whole family, people of all ages were gathered together in worship and sacrifice. And then as a large family unit they travel home again. (This makes me think of traveling to camp or the National Youth Gathering...matching shirts is best!) While Mary and Joseph are frantically looking for Jesus, he is right where he believes he needs to be- in his Father's house. People traveled far and wide to gather at the temple for two reasons: 1. to make a sacrifice and 2. to encounter God. We gather in churches still today to encounter God. To hear the Good News, to be filled with the Holy Spirit and to hear about the ultimate sacrifice that Christ made for us. And we do it as a family. Mothers, fathers, step-parents, grandparents, sons, daughters and sisters and brothers in Christ of all ages gather together to worship our God. The family of Messiah is an amazing group that empowers, encourages and supports one another in our journey of faith. I am so grateful for all of you who came alongside me as we continued this faithful journey of Faith Formation at Messiah. None of the work I did would have been possible without Sunday School teachers, helpers, music leaders, chaperones and most importantly a supportive congregation that saw children as a vital part of our church family.

The text from Luke also makes me think of the Faith Formation journey of Jesus- he wasn't on this journey alone. His parents brought him. For most children, their first experience with faith doesn't happen in the church, it happens at home. At home parents and grandparents and siblings and extended family have an opportunity to model faith. Grace, forgiveness, love and sacrifice are learned at home through everyday life. As we read God's word and pray and encourage faithful conversations, we are teaching our children all about the love of God. I am so thankful for all of the parents and guardians who brought their children to Messiah for Sunday School, Explorers and VBS. I am grateful for the opportunity to walk alongside you as you raise your child in the house of God.

Jesus sat in the temple listening and asking questions. I've learned so much from the way that children listen, play, explore and ask questions about faith. I was honored to be part of that discovery and wonderment of faith. Children of Messiah- I miss you all very much and I think of you often! Know that you are still in my prayers everyday and just as Paul writes, "My prayer is that light will flood your heart and that you will understand the hope that was given when God chose you." Amen. --Kelly Mullin

Worship Manager and Communication Coordinator Annual Report

The Worship Manager portion of my report is best summarized in the Worship and Music Committee report. It has been a great year of exciting and fulfilling worship at Messiah Lutheran. Sunday mornings at Messiah could not happen without all the volunteers. I give thanks for you every day! I look forward to 2019 and the exciting events we have planned.

Since I communicate Messiah happenings on a daily basis, the communication portion of my report should be easy, right?



Throughout the year, Messiah has a visible representation of the Communication Coordinator's main job...Messiah Weekly and Messiah Midweek Update. If you read the printed copy on Sunday morning, or the digital copies on Monday and Wednesday, you see my job in action at least once per week. I appreciate the feedback the congregation gives me and the grace you show me when I make a mistake. Our open rate of the Messiah Weekly for 2018 has grown from 22% to 34%. I look forward to adding a few new communication tools, including videos and polls, in 2019.

Thank you for supporting Messiah and its ministry.

Blessings,

Tia Monsen

MESSIAH LUTHERAN CHURCH

WORSHIP and MUSIC TEAM

2018 ANNUAL REPORT

Events through the year:

- We all said goodbye to Pastor Eric and his family in July
- We installed a dolly on the piano in Galli Hall – it's more mobile now!
- We installed a de-humidifier on the music room piano to keep it in tune
- We bought new communion cups for the 1045 service
- We had boxes made and put them in the form of a cross in Galli Hall, and put up new banners
- The organ received its needed repairs
- Jan formed a Family Choir and a Youth Choir during Advent
- Tech upgraded most of the mics to wireless

Worship through the year:

To the glory of God, Messiah Lutheran is a busy worshipful church.

We have an impressive Bell Choir (the Messiah Ringers), an adult choir, (Messiah Chorale), a children's choir (Alleluia Express), and a praise band. Throughout the year we also enjoy the many talents various singers and instrumentalists from brass to strings.

A few times a year, we hold one service: the annual meeting day in January, AOB Sunday in June. It is wonderful to bring everyone from different services together for worship.

Maundy Thursday was observed with foot washing this year.

Good Friday invited congregation participation, and everyone nailed their concerns and prayers to a cross in the center of the room in Galli Hall. These prayers and concerns are saved and burned as incense in another service.

Easter season of 2018 also included an Easter Vigil on the Saturday night before Easter.

There were four services to choose from on Easter, including a sunrise service at Mountain View Cemetery.

During the summer we went to a two service Sunday worship schedule.

On God's Work/Our Hands Sunday in September, we held two services with activities in-between.

On All-Saints Sunday, we asked people to bring in pictures of their passed loved ones and created a "Gallery of Saints".

Thanksgiving was once again in the Sanctuary with a food drive, and a pie social followed.

On Christmas Eve, we had three Candlelight services. The 5pm Family Friendly service was such a success last year that it is becoming our new tradition. The 7:30pm service featured piano and strings. Jan put together a wonderful "Lessons and Carols" program for 10:30pm followed by a traditional candlelight service with organ at 11pm. Anne Todd and Taylor Wega put together a historical overview to honor the 200th anniversary of the first performance of Silent Night.

Christmas Day brought one service at 11 with organ and bells.

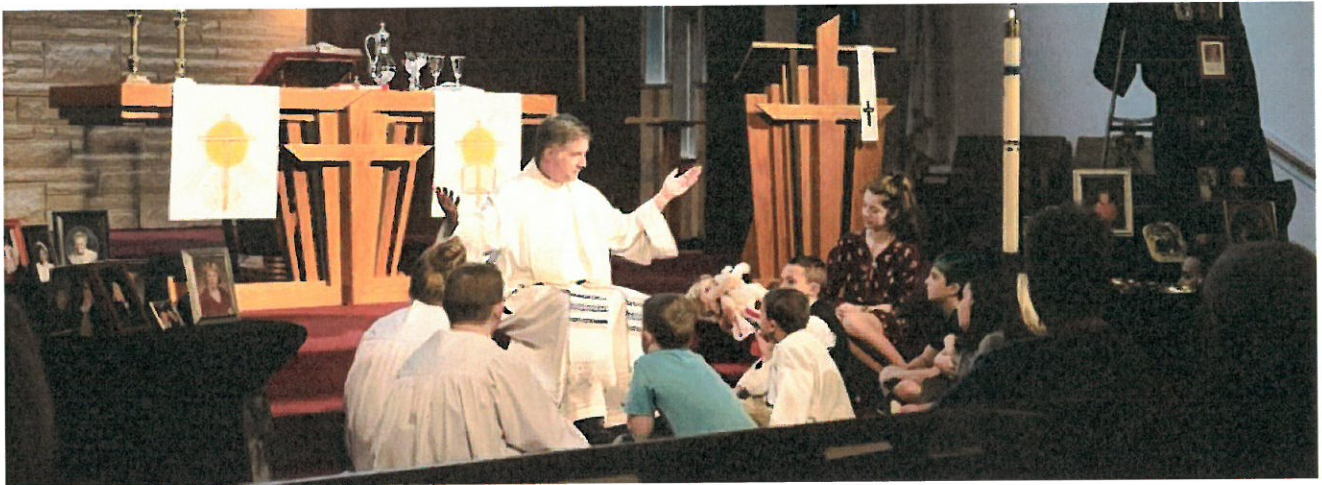
Into the Future:

2019 promises to be a wonderful year. Please join us! Join a choir, become a cantor, communion assistant, usher, or become a member of the Worship and Music Team. No musical experience is necessary! Questions can be asked of any WMT member. Just think of all we were able to do last year and imagine yourself helping us this year. **Thank you to all the altar care helpers, ushers, bread bakers, readers, musicians, tech help and slide creators, and worship leaders who gave of their time and talents to help make Messiah worship thoughtful and creative.**

Lastly, thank you to our Team. Current members include: Pastor Chuck Harris, Elisa Holman, Tia Monsen, Jan Nelson, Kristi Perko, Don Rau, Stephanie Smith, Shannon Spicciati, Julie Swienty, Anne Todd, and Katie Walda. Connie Stone retired from the team this past year. Thanks, Connie for all your years of service!

All things are possible through Christ our Savior.

Kristi Perko, Chairperson



ANNUAL RUMMAGE SALE

The final total from this sale was \$4,457.00. The only fundraiser proceeds to go into the Church General Fund.

We began collecting sellable items in April at my house where I had the opportunity to separate and price items that needed special pricing. Monday before the sale, volunteers with trucks & SUV's moved the items to the Church and more items were donated that same week at the church.

Without the donations of items and the work of the few volunteers who helped with this sale, it would not have been successful. Knowing we were short of help these few Messiah Church Member Volunteers worked extra hours, which was beyond what they planned. Besides helping during regular days off from their outside work, there were two people (not members of Messiah) who each took a vacation day from their jobs to help set up for our sale. I thank God for these special friends and Church Family.

16 new rummage sale signs were donated giving us 8 sandwich board signs.

It was my pleasure to be chairperson of the rummage sale because I had the opportunity to meet Church Members I never knew before and realize how much they care about the Church.

A BIG "THANK YOU" TO ALL MENTIONED ABOVE AND TO ALL THE GOOD PEOPLE WHO WORK IN THE CHURCH OFFICE. YOU MAKE ME FEEL BLESSED.

Carolyn Towner

2018 Rummage Sale Chairperson

Messiah Players Annual Report

Messiah Players has been an active part of our congregation for the past 25 years! What started as a small group of artistic people wanting to share their gifts and talents has grown to include over 1000 people from our church, our town and our surrounding community. Plays have ranged from Godspell (done three times) to Putnam County Spelling Bee, The Sound of Music, Annie, Narnia, Anne of Green Gables and so on. In 2019 we are hoping to get the children involved and present a Spring Musical for all to enjoy. More to come as we discuss options for the Spring.

In order for these shows to happen we need a LOT OF HELP from the congregation. Can you help make costumes? Be a house manager? Help with sets? Act? Sing? Play an instrument? Dance? Direct? Design a playbill? Come see a show? The list goes on and on and we would LOVE to have you be a part of Messiah Players. Messiah Players has donated over \$10,000 in scholarship money to our youth and with your support we can continue to help others.

We thank the congregation for their support and hope to see you at the show!

Psalm 40:3 "And he hath put a new song in my mouth, even praise unto our God: many shall see it, and fear, and shall trust in the LORD.

Respectfully,

Laura Kniss

Messiah Lutheran Christmas Hamper Project

The 57th annual Messiah Lutheran Hamper project was a big success. Every year this project takes a huge commitment by our entire church family and sometimes it becomes routine. Its nice to be reminded of why we do this. This year one of the recipients helped us remember. She came in, somewhat tentatively, checked in and was directed to the clothing and toy room, while we pulled her hamper. We loaded her car and she thanked the volunteers. Thirty minutes later she came back with flowers for the volunteers with her head held high. She wanted to say thank you and to make sure we understand the difference we made in her family, and all the others that we helped. She said that without us her family would not have had a Christmas, and we had no idea how much of a difference this had made to her family, and so many others. We all cried, hugged and said Merry Christmas and God Bless.

Now on to the details. This year we worked with four different agencies to sponsor 55 families. They were as follows: Pregnancy Aid, Auburn School District, Children's Home Society, and SHAG (Senior Housing). In addition, we sponsored families from our own congregation. The one change in these agencies was the loss of the Domestic Violence organization. In prior years we had sponsored 60 families, but we had not hung tags on the trees for the Domestic Violence families and we were concerned with being able to support adding five additional families with gifts (approximately 20 more tags).

On our Christmas tree that hung in the gathering space we had 233 tags for family members. All tags were taken by our church family, and friends, and in addition we had 9 new bikes that were donated for those families that are not on our list but that come into look at our slightly used area. Estimated in-kind donation was ~\$9,500.

Volunteer help was ok for the first few days. To set up tables we had a small crew of about 10 individuals. On Thursday, when we purchased the food, we had around 20 volunteers. On Friday as we got gifts ready, we had a crew of between 5-10 people that rotated through. **The day of hampers we were short of volunteers!** At the starting time of hampers, we did not have enough hands to push all of our carts to the food and packages for our families. We had one father from one of the families we were sponsoring that jumped in and helped us for a couple of hours! Next year we will make sure to stress the importance of volunteers on this day, and perhaps work with youth programs to get some family volunteers. We are not seeing the families that we used to see in our early years of participating in this program. To make the day extra special Tia Monsen brought her piano students in to perform Christmas music as families picked up their food and packages.

Cash donations this year were down from last year, but we had plenty of Turkeys and Hams. We started the year with \$1,337 that we had carried over from last year. We received donations of \$4,041 and spent \$4,820. This was down \$400 from the amount spent in 2017. This leaves a balance for next year of \$558.

Lastly, as always, we met many very thankful people on the day of hampers in addition to the families mentioned above. Thanks to all of you that volunteered, purchased a gift, or donated cash. You all made a difference. It is an honor to continue this tradition at Messiah.

Laurie and Dwight Bishop

Sheilia and Mike McLaughlin

Messiah Actioneers 2019

The Actioneers are a group of Messiah members and friends, 55 years and older, who meet every third Tuesday for a trip to nearby places of interest and lunch at a restaurant. Some of the places we traveled to this year were Theo's Chocolate's, Pike Place Market, the Frye Art Museum, touring the top of the Columbia center—up 73 stories above Seattle and the newly rebuilt Nordic Museum in Ballard. We also enjoyed a wonderful Christmas show at Messiah by the show and jazz choirs of Auburn High School followed by a delicious potluck lunch. This coming year we'll be visiting the Museum of Glass in Tacoma, the Boeing Museum of Flight, a ferry ride and stop at Poulsbo, a ride on the Seattle Big Wheel and Wings over Washington. We'll start the year with lunch at the Black Diamond Bakery.

The Actioneers group was started around 1989. George and Joyce Ramberg took over as leaders in 1996 and were joined by Bill and Carol Messecar after Bill's retirement from Boeing in 2001. In 2013 Don and Judy Jensen took over from the Ramberg's to help the Messecar's. Thanks, from all of us to the Ramberg's for being so dedicated to Messiah's seniors.

If you are a "senior citizen" come and join us in 2019, Call the Messecar's or Jensen's ahead of time to reserve a seat in the van. A list of our planned activities can be found on the hallway bulletin board near the youth room.

God's Work. Our Hands. 2018

Messiah Lutheran participated in the annual **God's Work. Our Hands.** event on Sunday, September 9th.

The focus this year was on the experience of refugees and immigrants. We partnered with World Relief Seattle, a local nonprofit which has worked alongside refugees and immigrants since 1979. Welcoming, supporting, and creating the possibility to thrive is what World Relief does for newcomers to the United States.

This is the list of activities from GWOH!

1. **Loss Simulation.** A volunteer from World Relief ran the simulation and gave participants the opportunity to explore what refugees and immigrants give up as they leave their homelands.
2. A group had an opportunity to go to the **World Relief Garden** in Kent and participate in garden work alongside folks who have immigrated to this area. They were taught about foods and customs of those who are new to the US and who are making their way into a new life.
3. World Relief had a staffed **Information Table** with a host available to talk about the organization and ongoing opportunities to work alongside refugees and immigrants in the Puget Sound area.
4. Messiah had a table for **Writing Cards** of support for refugees and immigrants and **Letters to Elected Officials or Editors** on a topic related to immigration and the experience of refugees.
5. What do you need when you are new to an area and have nothing? We built **Welcome Kits** stuffed with **Welcome Notes** to be given to newcomers as they settle into their new life here as our neighbors.
6. A **Movie and Discussion** regarding the movie "Are You Listening" and a guided discussion around issues of refugees and immigrants.
7. We created a **Refugee Simulation**, based on ELCA and Jesuit resources and combined it with **Prayer Stations** for reflection on the experience of refugees and immigrants.



FUNERAL REPORT FOR 2018

Your Funeral Committee served 11 funerals/memorials in 2018. There were three in January, two in April and October, with one each in March, June, September and November.

We served approximately 1367 with 122 volunteers to set up, prepare, serve and clean up. One memorial was catered and 2 provided their own foods, but our committee still set up, served and cleaned up.

This committee gladly added four new members, much needed and of GREAT help!

None of the receptions could be done without our WONDERFUL and HARD working volunteers and we GREATLY appreciate each and every one of you.

This is a service to provide a time when families don't have to worry or do in order to visit and remember their love ones.

In God's Service,

Anna McAlpin, Debbie Bengelt, Linda Eskesen, Kathyrne Jenkinson and Sharon Carlson

COMMUNITY MEAL REPORT

"There will always be poor people in the land. Therefore I command you to be openhanded toward your brothers and toward the poor and needy in your land." Deuteronomy 15:11

Because of the generosity and kindness of Messiah Lutheran Church over 55,000 meals have been served to those in need, those who are lonely and those seeking refuge from the cold. Thank you to everyone in our congregation for helping others and allowing our church to be a place that cares. "If anyone has material possessions and sees his brother in need but has no pity on him, how can the love of God be in him? Dear children, let us not love with words or tongue but with actions and in truth." 1 John 3:17-18

We challenge EACH of you to come spend time on a Sunday afternoon at our Community Meal and see just how awesome and amazing our guests truly are. We hear all the time how they love coming to Messiah and how delicious the food is and how they feel cared for at our church. It is amazing how just a simple thing like a warm meal and companionship carries them through the week. "A generous man will himself be blessed, for he shares his food with the poor." Proverbs 22:9

Thank you for opening your arms and hearts and showing the love of Christ by your actions. "She opens her arms to the poor and extends her hands to the needy." Proverbs 31:20

"You have been a refuge for the poor, a refuge for the needy in his distress, a shelter from the storm and a shade from the heat. For the breath of the ruthless is like a storm driving against a wall." Isaiah 25:4

We are so grateful and thankful that we are not a church that discriminates against the needy. Maybe our guests cannot put money in our offering plates but they can provide us with so much if we just take the time to listen to them.

"Suppose a man comes into your meeting wearing a gold ring and fine clothes, and a poor man in shabby clothes also comes in. If you show special attention to the man wearing fine clothes and say, 'Here's a good seat for you,' but say to the poor man, 'You stand there' or 'Sit on the floor by my feet,' have you not discriminated among yourselves and become judges with evil thoughts? Listen, my dear brothers: Has not God chosen those who are poor in the eyes of the world to be rich in faith and to inherit the kingdom He promised those who love Him? But you have insulted the poor. Is it not the rich who are exploiting you? Are they not the ones who are dragging you into court?" James 2:2-6

Humbly,

Laura Kniss and Sheila McLaughlin

Annual Report – Small Group Bible Study

We continue this year with eight groups which meet on a regular basis for Bible study, fellowship, prayer support, ministry opportunities and spiritual growth. Various groups have different emphasis within these factors. Groups include: dinner and Bible study, women's Bible study, morning Bible study and support group, as well as dessert and evening Bible study. Also included is the Thursday morning Bible study which meets at church. Currently there are more than 90 individuals in these groups. Please contact the church office if you are interested in joining a Small Group.

Yours in Christ,

Bill & Carol Messecar

Messiah Quilters Report 2018

Messiah Quilters made and shipped a total of 263 quilts to Lutheran World Relief. We also assembled and shipped 313 school kits, 117 Baby care kits, 228 Personal care kits, 14 Fabric kits. With this we spent \$1030.00 to cover shipping costs from Seattle to Baltimore, and worldwide.

We had a pie sale in February, earning \$836.00. This was used to help with LWR shipping costs.

During the summer we had many donations, both of school supplies and money to help with sending 313 school kits.

The Bazaar quilters table and bake sale had a combined income of \$1162.00.

In January, we bought 5 rolls of batting, and in December, 10 more rolls for a combined cost of \$1743.30.

Besides the batting (which we need to make as many quilts as we do) we bought material for quilts, sewing thread, diaper material, baby clothes, soap, hand towels, and bath towels, school supplies, and other miscellaneous needs for our mission.

We thank ALL who support us in whatever way (sewing, donations, making pies, etc.).
We cannot do what we do without the support of the whole congregation!

THANK YOU!

Respectfully,

Adriana Chandler

2018 Altar Guild

Annual Report

From one of my favorite children's books- "The Little Engine That Could", our Altar Guild members keep moving along. We are one of the most viable and visible ministries of our congregation. The collaboration and cooperation among the many volunteers for all three services have been essential to the continuing support for our worship. I am always amazed at how seamlessly someone steps in and offers their help when and where needed.

A very special shout out to Shirley Leonard and Nadeane Eidal for carefully changing the Paraments throughout the year.

Two of our helpers had to step down, Patty Averill and Joy Nordlie, but we are welcoming back Marlene Anderson and Bev Warnke as well as new members – Barb Welch and Diane Collier for the 8:15 services.

Our 9:30am service members, while loosely organized, work hard to clean up after their service, but they are severely limited because of the lack of willing volunteers. I sincerely hope more members will be motivated to help with the 9:30am clean up.

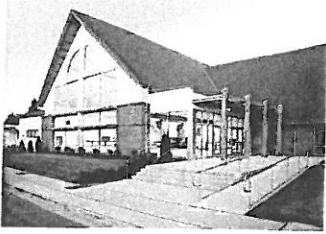
Our Contemporary volunteers are also few in numbers but dedicated to their service. Additional help would be greatly appreciated.

We always need MORE helpers and like the "Little Engine" we will keep trying .

Looking ahead to 2019- Altar Guild will continue to prepare the sacrament of communion as one of our gifts to Messiah.

In service to God....

Joanne Seng



MESSIAH LUTHERAN CHURCH

MEMORIALS COMMITTEE

ANNUAL REPORT FOR 2018

When Messiah receives a donation of funds in the name of an individual notification is made to the family of that individual. At that time the family is asked if they have any specific areas of the church where the funds should be used, such as worship, music, property, scholarships, etc.

When this has been decided, the church office makes note in the books and transfers that amount to the area chosen. Thus, we have the total amounts available to each of those areas that the committee may use when a request is received from other committees or individuals. The committee reviews these requests, determines if they meet the criteria for using memorial funds and authorizes payment.

The annual report of the treasurer contains a section showing how much money is currently in the various categories.

The memorial committee is always looking for areas to use the memorial funds. We hope that individuals and committees that have projects in mind will talk with us to see if their planned expenditure meets the mission of the memorial committee.

Current Memorial Committee Members

Wilma Tipton	Georgina Balzarini	Nadeane Eidal	Erv Steinle
Judy Bishop	Alan Melrose		

2018 Nominating Committee Report

Throughout 2018 Messiah's Nominating Committee has "informally" been meeting to locate possible dedicated council volunteers. To date, progress still needs to be accomplished. To insure ample positions are met, assessment of candidates is currently taking place.

Blaine Benjamin, Sheilia McLaughlin Team Members

Messiah Lutheran Church Endowment Fund Committee
Report for 2018
Messiah Endowing Today for Tomorrow

Members: Mary Berglund, Judy Bishop, Dale Schossow, Ross Chamberlain & Homer Wood

Your Endowment fund beginning balance for 2018 was \$548,874.42. Of the \$19,638.32 available for donations in 2018, \$16,229.84 was donated as indicated below. The ending balance of 2018, including interest, dividend and appreciation, was \$512,234.18. The return on investment for the year with dividends, capital gains, appreciation and additions was -3.7%.

Donations to MLC Endowment Fund from 1993 amount to \$334,230.87 through December 31, 2018. During that same time, the Endowment Fund has distributed over \$149,000! The MLC Endowment funds are invested in six Vanguard funds, and a Business Checking Account at Columbia Bank.

In order to sustain the endowment fund 'forever', we have available to spend each year roughly 4% of the total value of the endowment fund, just like is done for retirement spending. The total value of the endowment fund figure is based on a 5-year average. The committee also considers inflation, dividend growth and yearly performance of the funds when establishing the funds available for distribution, which insures funds are available for perpetuity and that none of the principal will ever be at risk. The 4% figure is not fixed, but cannot exceed 6% nor go lower than 3%. For 2019, the four percent of the average value of the last five years is \$20,167.08. The endowment committee will determine the exact amount available for distribution in 2019 at their first meeting of the year.

Forms are available in the office to request funds to support religious and social service needs other than normal operating expenses.

MLC Endowment Committee approved six distributions in 2018. There was \$1,364.00 in scholarships donated for Flathead leadership training, and \$14,865.84 donated to various missions, both within and outside of Messiah Lutheran. The missions within Messiah included upgrades to the church organ, Endowment dinner, YAGM mission, Youth gathering, and Pastor Eric Woolridge Farm of the Child mission.

Homer Wood and Judy Bishop have completed their three-year terms. Thanks for their support. Nominees to the three-year position to the MLC Endowment Committee will be voted on during the annual congregational meeting.

Homer Wood
MLC Endowment Fund Committee Chairman
Dale Schossow
MLC Endowment Fund Financial Secretary

Audit Committee Report for Fiscal Year 2017

This report recaps the audit process and results of the audit for the financial records of the Messiah Lutheran Church and its related organizations to the Congregation Council for the period beginning January 1, 2017 and ending December 31, 2017.

The committee believes the financial records reviewed fairly reflected the financial position of the accounts of Messiah Lutheran Church as of December 31, 2017.

The review consisted of examining bank statements, credit card statements, payroll, accounts payable, and cash handling procedures. No material irregularities were noted during the tests and no correcting entries were necessary. Minutes from Council meetings were reviewed as well as written policies and procedures. Additionally, recommendations from the previous audit were reviewed by the audit committee and noted that progress has been made to on several.

The full audit report is available at the Church office for anyone interested in reading the entire report.

Respectfully submitted,
Vicky Carlsen
Al Orwiler
Mitch Fritschle

Finance Committee Report

2018

The Finance Committee met monthly working with the Treasurer (Nick Brinkmeyer) and Financial Coordinator (Mary Berglund) to analyze financial reports and strategize how best to utilize our financial resources to serve the ministries of Messiah.

The finance committee developed the 2019 budget that was presented to and approved by Council on December 20, 2018. A narrative of the budget follows:

Income: General undesignated income was calculated from pledges received. The number of pledge cards received was down 9% from last year. Automatic giving at Messiah with Thrivent "Simply Giving" or VANCO "Online Giving" remain the stalwarts for maintaining a regular cash flow throughout the year. Those who are not participating in an automatic giving program are encouraged to do so. For those who had not pledged, a forecast based on 2018 actual giving was made. Other incomes (special offerings, and anonymous giving) were valued at 2018 actual values with anticipated values. 2019 projected rental income has increased and was based on known tenants/leases. 2018 also provided a surplus which will be applied to the general fund reserve. After an initial analysis of projected income, in December an effort was made to contact all members who had pledged and/or used automatic giving in 2018 but had not turned in pledge cards for 2019. Thank you to all who participated in that effort.

Expenses: The budget is grouped in areas of Messiah's ministries reflecting the Messiah Mission and Vision statements. Within these areas are specific line items. Since actual expenses for 2018 were well under budgeted expenses this year, the finance committee decided to use 2018 actual expenses as the basis for many of the 2019 budget expenses. This provided the means to more closely balance projected income against expenses, however it does have the risk that any unforeseen expense could potentially eat into our reserves. The finance committee also provided budget estimates to the Council for options for 0%, 2.5%, 5% and 9% staff raises. Opportunities to obtain funding via Endowment and Memorials funds were maximized as appropriate per our Constitution and other options to reduce expenses such as not funding the parking lot pavement reserve were explored. Monthly budget variances will be provided to the ministry teams and reviewed at each Council meeting in 2019.

Summary: Messiah's income is largely contingent on the congregation fulfilling pledging commitments. An exhaustive analysis was made to ascertain income projections. The Council elected to approve the 2019 budget which includes a 9% staff raise option. With the extra effort in December to contact members who had not turned in pledge cards, we anticipate having a balanced budget for 2019 without using any reserve funds.

For the Finance Committee (Chuck Carlson, Ross Chamberlain, Beverly Melrose, Pastor Chuck)

Duane Gatzke - Chair

December Treasurers Report

	December	Budget	YTD Actual
Income			
Identified Giving - Pledges/Simply Giving	\$57,062.21	\$58,588.00	\$654,051.28
Unbudgeted General Fund Giving	\$2,931.00	\$0.00	\$27,600.00
Anonymous Giving	\$1,680.70	\$562.00	\$9,324.85
Festival Offering - Thanksgiving/Advent/Christmas Eve & Day	\$1,620.00	\$3,430.00	\$1,805.00
Building Rental	\$5,493.82	\$4,160.00	\$53,841.45
Rummage Sale	\$0.00	\$0.00	\$4,422.63
Ministry Support Giving	\$238.53	\$544.00	\$3,158.53
Community Assistance	\$2,455.00	\$1,600.00	\$19,553.34
Faith Formation Support	\$295.00	\$1,435.00	\$12,456.50
Mission Sunday Income	\$0.00	\$0.00	\$8,631.99
Water Damage Excess	\$913.00	\$913.00	\$11,000.00
Total Income	\$72,689.26	\$71,232.00	\$805,845.57
Expenses			
Courageous Engagement	\$0.00	\$0.00	\$19.37
Welcoming & New Members			
Strategic Partnerships	\$4,752.52	\$1,833.00	\$22,383.34
Community Benevolence Dollars, Synod & ELCA Benevolence, Synod Assembly			
Meaningful Service	\$1,518.88	\$1,488.00	\$26,857.69
Care Team, Quilt Shipping, Community Meal, Foodbank, Mission Sunday			
Passionate Spirituality	\$2,549.34	\$3,386.00	\$32,841.07
Education (Youth & Adult), AOB, VBS, Faithwalk, Messiah Midweek Wednesday, Library			
Hospitality	\$277.74	\$224.00	\$2,567.00
Coffee, Food, Safety			
Ministry Staff Compensation	\$24,321.21	\$30,422.00	\$341,892.08
Staff Salary, Benefits			
Ministry Staff Support	\$1,307.46	\$631.00	\$8,039.75
Continuing Education, Mileage Reimbursement, Staff Training			
Mortgage	\$15,879.00	\$15,879.00	\$190,548.00
Principal and Interest			
Operations	\$4,922.89	\$4,185.00	\$50,275.49
Insurance, Telephone/Internet, Website, IT Support, Copier, Computer Maintenance and Upgrades, Office Supplies			
Property	\$13,454.69	\$9,022.00	\$102,532.06
General Maintenance, Utilities, Custodial, Landscaping, Reserves for Capex Funding, Kitchen Maintenance			
Stewardship of Life Together	\$0.00	\$0.00	\$604.20
Council Retreat, Vision/Mission			
Worship	\$2,350.94	\$588.00	\$5,452.05
Altar Flowers, Eucharistic Supplies, Music/Choir Supplies & Copyrights, Devotional Books, Guest Musicians, Instrument Maintenance			
Faith Formation - Endowment Gifts Out	\$0.00	\$0.00	\$1,939.00
Total Expenses	\$71,334.67	\$67,658.00	\$785,951.10
Total Income	\$72,689.26	\$71,232.00	\$805,845.57
Difference	\$1,354.59	\$3,574.00	\$19,894.47

2019 MLC Budget Proposal – General Fund

Income	2018	2019
Undesignated Giving-Pledges/Simply Giving	\$703,012	\$690,498
Anonymous Cash	\$6,700	\$8,339
Festival Offerings-Thanksgiving/Advent/Christmas Eve & Day	\$3,815	\$2,435
Rental Income	\$49,942	\$52,697
Rummage Sale	\$3,000	\$3,700
Water Damage Excess	\$11,000	\$0
Community Assistance Side Aisle Giving	\$19,200	\$18,652
Faith Formation Support	\$17,220	\$26,775
Mission Sunday	\$5,000	\$6,000
Ministry Support Giving	\$6,550	\$3,022
Total Income	\$825,439	\$812,118
Expenses		
Courageous Engagement <i>Welcoming & New Member</i>	\$0	\$19
Strategic Partnerships <i>Community Benevolence Dollars, Synod & ELCA Benevolence, Synod Assembly</i>	\$22,150	\$25,508
Meaningful Service <i>Care Team, Quilt Shipping, Community Meal, Foodbank, Mission Sunday</i>	\$22,900	\$22,042
Passionate Spirituality <i>Education (youth & adult), AOB, VBS, Faithwalk, Messiah Midweek, Library</i>	\$40,819	\$41,009
Hospitality <i>Coffee, Food, Safety</i>	\$2,600	\$2,190
Compensation and Benefits <i>Staff Salary, Benefits</i>	\$365,031	\$373,252
Ministry Staff Support <i>Continuing education, Mileage Reimbursement, Staff Training</i>	\$7,550	\$5,975
Mortgage <i>Principal and interest</i>	\$190,548	\$190,548
Operations <i>Insurance, Telephone/internet, Website, IT Support, Copier, Computer Maintenance and Upgrade, Office Supplies</i>	\$53,939	\$52,158
Property Expenses <i>General Maintenance, Utilities, Custodial, Landscaping, Reserves for Capex funding, Kitchen Maintenance</i>	\$108,066	\$95,295
Stewardship of Life Together <i>Council Retreat, Vision/Mission</i>	\$0	\$0
Worship Expenses <i>Altar flowers, Eucharistic supplies, Music/Choir supplies & copyrights, Devotional books, Guest musicians, Instrument maintenance</i>	\$6,839	\$4,122
Total Expenses	\$820,442	\$812,118
Total Income	\$825,439	\$812,118
Difference between Income and Expenses	\$4,997	\$0

