

2009 Annual Report



Federated
Church

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Senior Minister

I have no doubt that in reading this edition of the *Annual Report* you will learn a great deal about how our shared ministry was carried out during 2009. While all of this information is useful, I believe we would do well to pause before we plunge into it and take a look at the large trends that we have and will continue to contend with as together we seek to carry out our mission.

Recognizing the Importance of Generational Distinctives: Social scientists have for years recognized that each generation's values are shaped by shared experiences. The majority of Federated's Here We Grow Conference was given over to considering this data. In particular we saw how our congregation is made up of generations that place a high value on relating to institutions while the local unchurched population values relationships with individuals. Please understand that this is more than a sociological theory. This is a living, breathing reality that affects Federated everyday and that will ultimately shape our future. Within the church we are accustomed to thinking in terms that are alien if not frightening to those outside the church. If we are to become relevant to the unchurched, then we must be willing to adapt in ways that are alien if not frightening to us. We need to muster the faith-born courage to rethink generationally conditioned perspectives, whether on large scale matters like worship format or small scale matters such as what constitutes appropriate dress, so that we do not become irrelevant to the unchurched and ultimately condemn ourselves to extinction.

Relationship Trumps Membership: Appreciating the values of generations other than our own has, in my opinion, and will continue to prompt us to shift from emphasizing membership to focusing on relationship. Please understand that this is not a syntactical game. This is a massive reorientation away from expecting people to serve the church to the church being expected to serving people. There are a number of environmental factors that are driving this shift. Rather than review them, I think a better use of our time is to note the ways in which our church family has and is adapting to this change.

- Perhaps the most evident adaptation may be seen in our Sunday morning hospitality services. Greeters, Ushers and now Guides have shifted from making small talk to actively fostering relationships with newcomers. Their efforts are being supported by a renewed emphasis on nametag production at Servant Central. Even though this change is in its infancy, it has had a significant impact. The amount of personal contact information (names, address and phone numbers) being provided by newcomers has risen dramatically. Follow up interviews with newcomers have elicited comments like "I have never been in a church so friendly," "I can't remember being greeted with so many smiles at a church", and "I really feel at home here."
- The formation of GO Federated Groups is another positive step toward the formation of relationship. Developed in the latter part of 2009, these informal home-based sessions will, in addition to orientating newcomers to our church family, create relationships which will in effect make them part of our family. To date ten newcomers have accepted my invitation to attend the First GO group that will convene in March.
- Throughout 2009 various boards and councils have been pondering the importance of small groups within the life of the church. In particular the C.E. Board and the Connections Council have worked to revivify existing programs like the Sunday School or create new offerings like "Guess Whose Coming to Dinner" so that they may serve as the incubators for personal relationships. I look forward to the application of this kind of thinking to both existing events (i.e. choir practice, Trustees work days, hanging of the greens) and new groups created around shared study, service, social and mutual support.

Passionate People Instead of Paid Professionals: Last year economics and spirituality strangely combined to reveal another major trend; that our future will be in the hands of passionate people rather than paid staff. The most obvious example of this has been the remarkable ability of our many pastoral care givers to compensate for the departure of Mary Wilson. Mary was and will always remain an incredible pastoral care provider. While we miss her nurse based medical expertise we have found that the many passion filled folk stepped forward to fill the ranks of the Shepherds or became actively involved in some form of Care Ministry. They have enabled us to main-

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tain a high level of pastoral presence. Before we turn to patting ourselves on the back for this achievement, let us recognize that this is a trend that needs to be repeated in our ministry to children, youth, local missions, hospitality services, evangelism and other areas where we have become too reliant on our staff.

Thank you for this chance to share with you my perspective on the year past. I look forward to hearing your thoughts as together we go forward.

V/R,
David C. Mills, Senior Minister
Federated Church

Minister

During 2009, Federated Church continued to offer two worship services each Sunday morning – a traditional service and a contemporary service. Music for these two services is totally different, and requires two sets of parallel activities to support these services. More specifically, I select and obtain music for both Sunday worship services, lead a minimum of two, and often more, rehearsals each week and arrange for special musicians when needed. For the first service, I also select hymns and oversee the organist/accompanist. In the Contemporary service I also play the keyboard, sing and act as worship leader. Worship support occupies the majority of my time.

As always, the choirs worked on special music for Easter and Christmas. On Easter Sunday, the adult choir presented the communion celebration “Come to the Table” and the following Sunday the children presented “Good News from a Grave”. During the summer I helped support the special Christian Education Board activities, including arranging for the Kuhn family singers in June and working on rehearsals, set-up and a program for the Talent Show in August. New this year, we started asking the youth to provide the lay leader support during the 9:45am worship service on the first Sunday of each month. I coordinated with the youth to assign roles and rehearse for special music offerings. For Christmas, the children presented the musical drama “Camel Lot” and on Christmas Eve the Chancel Choir presented the cantata “The Mystery and the Majesty”. Other seasonal activities included helping facilitate the annual Hanging of the Greens service, and organizing Christmas caroling to some homebound members.

Last March, Federated Church hosted an organ concert as part of our 60th Celebration in conjunction with the Religious Arts Festival. Using my seminary connections, I was able to bring in a talented organist from Indianapolis, Edie Johnson. Thanks to Dan Hartley who provided video projection so that all could enjoy her keyboard and pedaling expertise. During September, the Purduettes returned to sing in worship and eat with us afterwards. This was made possible by a generous gift on the part of Hank Wadsworth. For outreach, Federated Church continues to share with local churches to provide preaching and musical offerings for Vesper Services at Davis Manor (now Cumberland Pointe) and Westminster Retirement Home.

As reported last year, I have recognized that I do not have time to plan and conduct weekly youth group meetings in addition to my music duties. Hence, I am in regular communication with Marcile Eddy, who teaches the high school Sunday morning class and this fall I assisted the Christian Education board in interviewing and securing the services of Sonya Baldauf as a Seminary Intern for youth. She is currently providing weekly programming for the high school youth.

With the departure last May of our Director of Care Ministries, I assumed added duties in care ministries. In June, I

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started meeting with the Care Council on a regular basis, and supported work to expand the Shepherding system with church officers and the new shepherd coordinator, Marcile Eddy. Of course, there are the regular board and task force meetings each month. I served as a staff liaison to the Deacons Board, Christian Education Board, and Praise Worship team among others. I also contributed to and helped edit the newsletters and Frame; met weekly with the Tuesday morning Ladies Bible Study, visited members of the congregation, took my turn at being on call, and occasionally preaching.

Thank you to all who contribute to the ongoing ministries of Federated Church.

Respectfully submitted,
Rev. Susan Lisack, Minister

Director of Children's Ministries

Preschool Director – Karen Peterson, Preschool Coordinator- Susan Thomas

The coordinator is the liaison between the Preschool program and the Church. Runs the Board, Pays all Bills, collects tuition, handles personnel questions, handles scholarship requests, hires teachers, and handles all purchasing.

Board of Directors (this board is made up of one representative from each class and Mom's Time Out.

We have two teachers for each class. They work from year to year on one year contracts. We implemented a pay scale about twelve years ago. That was just updated last year. Teacher's pay is based on educational background and numbers of years of experience.

Our payroll is handled by the church administrative assistant and the coordinator reimburses the church from the Preschool account.

Our School runs from after Labor Day in September until Mid May.

We collect tuition on a monthly basis for nine months. We offer scholarships for those in need. Our scholarship money comes mostly from our Mission Board who started the Preschool 40 + years ago. This year we were fortunate to have an anonymous donor to help fill in the gap for all of the requests we had this year we have assisted nine families in 2009-2010.

Tuition and application fee pays the teachers and staff and covers most supplies. The church provides the space and all utilities. Last year the Preschool began paying its own custodian to clean the preschool. There are costs that we share with the church such as toys, craft supplies; we take turns paying for carpet cleaning in shared rooms.

The preschool holds fund raisers from time to time for extra expenses such as furniture playground equipment, or other over and above items. Preschool parent are generous with gifts of volunteerism and at Christmas Time taking suggested items off of our giving Tree and purchasing items for the preschool.

The preschool has an approved calendar each year for its activities. Those main events are:

Open House held in August

Parties for all major holidays

Thanksgiving Feast held for the children and their families

Christmas Program held in our sanctuary

Pajama Party with Pancakes served

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Parent Teacher conferences (optional)

Pre-K graduation

End of Year Picnic held most years.

We have three classes 3's, 4's, and PreKindergarden classes have 17-20 students and two teachers. Our Mom's Time Out program has two caregivers and 10 children maximum per day. This program continues to do very well and we are blessed with great teachers. Dee Ellen Gibson, Tanya Talbert and Kyung Lee.

Teachers stay in constant contact with the parents through news letters, conferences, being accessible before and after classes. Parents may call the Director or Coordinator to ask questions.

The Board members also act as an extra set of ears and eyes for teachers and staff members.

One of the biggest attributes to the school is its excellent teaching staff. We have a team teaching method where the responsibilities are shared. These teachers have to jell and genuinely like each other to be successful and optimal for the children.

Word of mouth from parent and church members is our main marketing and advertisement tools. The longevity and our success make the preschool a fun place to work and learn. Purdue University highly recommends our preschool through its Family Sciences program.

Having the preschool children in our building is a huge plus for the church. They brighten our day, and bless us with their energy and smiles. We have had seven preschool children and their families join us for Worship this school year.

Congregational President

The Congregational Council began 2009 with two new members. Pauline Shin and Dan Hartley joined members Carolyn Jones and Ty Cobb. Officers for the year were Donna Depew, President; Linda Thompson, President Elect; Kay Hunt, Treasurer; and Pam Grenard, Secretary.

Each council member was assigned as a liaison with other boards and committees to ensure there are clear lines of communication to make clear our common goals. I attended staff meetings each Monday to help better understand the congregation and staff needs.

The liaison group helped to strengthen the relationship between Council, Christian Education Board, Deacons and Missions so we knew our role in planning and marketing discipleship and mission offerings. We began the year with the following goals and concerns:

- Relationship building, better follow-up with guests, improve record of all attendance info
- Council, committee's and staff continue to explore needs of the congregation with input from focus groups, surveys and ad hoc committees, engaging opportunities for worship and discipleship
- Missions – search for ways to partner with local community groups and better market of current denomination and special projects
- Encourage folks to volunteer, for ushers, greeters, teachers (children and adults) Sunday school, Worship & wonder, Fish
- Create a Task force for revision and update of the Strategic Plan

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- Provide support and guidance for all staff members as they lead our congregation
- Support Senior Minister as he pursues his Doctor of Ministry

The Annual Meeting of the Congregation took place on February 22, 2009 followed by a carry in dinner. We continued our celebration of 60th Anniversary of Federated Church. The Reunion Banquet was held on April 26th at University Inn. It was a great celebration of the creation and development of Federated. Former members and leaders joined us for an afternoon that was both festive and commemorative. We met for our regular Fall Congregational meeting October 7, 2009 at 6:30 pm.

The Praise Worship Team was created and held their first meeting in February. Members are Susan Lisack, Dan Hartley, Jim Whelchel, Mike Gibson, Deb Cochran, Lisa Stanforth, Gerald Thomas and Linda Thompson. The group is to create a plan to market and promote the contemporary worship service, and develop themes to enhance the service and increase attendance and welcome newcomers.

Council heard monthly reports from the Lay Advisory Committee as they work with Pastor Mills while he pursues his Doctor of Ministry at Drew University. This committee will advise and support areas of the Pastors studies as they apply to growth and revitalization of Federated Church. Survey results were used to develop the "Here We Grow Conference" held on March 28th. Results from this conference were used to create a renewal project that began in the fall. On October 20, 2009 the council approved the Pastors project "Creating a Crossroads". This project includes three waves of hospitality that begin at the front door and extend all thru the church with the goal of developing relationships with those who attend Federated.

Thanks to Dan Hartley, the Federated website www.federatedchurch.net has evolved into an efficient and successful tool for all of us. The Frame, Newsletter, worship services, events, meeting minutes and special music can be viewed and/or heard on the website. Many new families that have visited Federated have found us because of our website.

Carolyn Jones led a committee to evaluate the Strategic Plan. Other committee members were, Lou Carr, Vicky Spurlock and Dennis Depew. The met to evaluate the progress made on the four goals of the Strategic Plan. The council voted to accept the report on September 15, 2009. The committee did an exceptional job and a written evaluation is available on the website.

Council has worked closely with both ministers as they coordinate and manage their duties after the resignation of Mary Wilson, Director and Care Ministries and the illness and extended absence of Melanie Sigman. All staff members have worked hard to fill in where needed. We were sad to say farewell to Mary Wilson, Care Minister. We wish Mary the best, as she has taken a job at University Place. Sonya Baldauf, a Seminary Intern for Youth was hired in October to work with youth. Her contract runs until May of 2010. Melanie Sigman, administration assistant became seriously ill and was on medical leave thru the end of 2009. We continue to pray that Melanie will make a complete recovery. A special thank you to Judy Schreiner for taking on additional tasks during Melanie's illness. And to Kay Hunt for her hard work and dedication in making sure that bills were paid and reports prepared.

We continue to struggle to meet the financial needs for our budget. This has been a concern and major point of prayer for our congregation. The Trustees have worked hard to re-adjust the budget to meet our income. Each committee and program has closely monitored their expenses in order to provide for our ministries.

As we struggle with growth in the congregation and a decline in our budget, I hope you take seriously your responsibilities to share your time, talents, and money. As we strive to find God's will for Federated Church, my prayer is that God give us a healthy church; a church that strives to build loving and caring relationships as we share the love of God with our friend and neighbors.

Donna Depew

Congregational President

Board of Christian Education

The Board of Christian Education was an excellent working group in 2009. Members of the Board included Tina Wert, Erin Wilson, Milo and Beverly Mills, Lisa Mills, Marga Snyder, Keith Johnson and Council Liaison Dan Hartley. Pastors Susan Lisack and David Mills, and Director of Children's Ministries Susan Thomas attended meetings, too.

A Sunday School for children, youth and adults is a year round commitment at Federated Church. The Board recognizes the gift of time from teachers that bring the Christian faith to our members each week of the year. A Wednesday evening book study was offered much of the year and provides another venue of Christian education. Another group that regularly meets during the week is a ladies bible study.

High school and college graduates were recognized during a Sunday service in the spring. At "Kickoff Sunday" in the late summer first, third and sixth graders received age-appropriate bibles for their use at church and home.

The traditional Vacation Bible School program for children and youth was replaced with many "Fun in the Sun" activities during the summer. The intent was to invite friends and neighbors to these summer events. Activities offered included the Kuhn Family Gospel Group, a Game Night, a day at Tropicanoe Cove, attending an Indianapolis Indians baseball game, and a talent night. Non-perishable food items brought by individuals attending the Tropicanoe Cove event were given to a local food pantry. Contributions given at the talent show were added to the children's Sunday School offering; over \$1500 was sent to support the not-for-profit organization Heifer International.

With the leadership of Tina Wert, church librarian, a summer reading program was offered. The church is blessed to have a quality library for the congregation's use.

The Friends in Spiritual Health (FISH) youth group had an active year and met after church services on Sunday during the school year. They gather for fellowship and fun, and have service projects, too.

The multi-use room located in the lower level was named the "Oasis" room after receipt of many name suggestions from the congregation. The Board provided the leadership to give this resource of space an easy to remember and appropriate name.

A need of the church has been week-to-week leadership to help develop and direct an active Senior High School Youth Group. Late in the year, Sonya Baldauf was hired to help with this important program.

The church should never take for granted the preschool children that come through the doors for weekday care and learning. Creative ways to encourage their participation as families in church led programs other than the preschool is an important discussion topic.

One of the Board's discussion points in 2009 was to consider the need for developing more active small groups. The goal is to build faith-based relationships among members. The Board is ready to dedicate our gift of time to Federated Church in this endeavor.

The Board of Christian Education welcomes your ideas, questions and concerns as we strive to learn more about our relationship with God and our Savior as individuals and as a community of faith.

Keith Johnson, Chairman

Deacons

2009 was the second year for the Board of Deacons being comprised of 10 members following Federated's 2007 Governance Report. Besides the ten board members, ex-officio members included Care Ministry Director Mary Wilson (until her resignation in June), Music Director and Minister Susan Lisack and Congregational Council liaison Ty Cobb. Focused on the spiritual welfare of the congregation, the Board was involved in serving the congregation by:

- Providing the Head Usher, finding and coordinating ushers for the Sunday AM traditional service and special evening services including Ash Wednesday, Good Friday, Eve of All Hallows and Christmas Eve.
- Finding and coordinating the Sunday greeters and van drivers.
- Preparing and serving Communion monthly at the Sunday morning traditional service and working with the Care Council to serve communion to the home bound.
- Organizing and overseeing volunteers and coordinating the refreshments (drinks, pastries and cookies) each Sunday after the traditional service at the "Afterglow" as well as special reception events of Pentecost ("Strawberry Shortcake Sunday") and Christmas Eve.
- Working with the Christian Education Board and Federated Women's Ministries, planned and prepared a cookout (serving 130) for the June 7th Gospel sing as a part of the summer's "Fun in the Sun" activities.
- Planning and preparing the Oct 11th Congregational meal with the Purduettes, serving 160.
- Tallying the weekly traditional service and special services attendances.

Additionally, the Board has responsibility for overseeing the Tape Ministry. It was fortunate to have Marge Mannering as the very able coordinator serving in this area during the past year.

The Board wishes to express its sincere gratitude to all those who graciously gave their time in 2009 to serve the Church in the myriad of ways from ushering, driving the Church bus, serving Home Communion, preparing coffee, providing cookies, being greeters, making and taking audio/video tapes to shut-ins, participating in Cumberland Pointe Sunday afternoon services, planning and preparing meals (and cleaning up afterwards), to moving tables and chairs. A special thank you to departing board members Diane Byrd and Mark Snyder for their dedication and service!

Respectfully submitted,

Sue Eiler & Orlo Shoop
Co Chairs, Board of Deacons

Mission Board

In the year 2009, the Mission Board, although had to make a major budget cut, contributed substantially towards foreign missions and programs for the less advantaged. In order to cover the fund for the American Baptist and disciples Foreign Missions the Board collected a special church offering. The Board continued to provide financial support to Northern Baptist Seminary, Christian Theological Seminary and the American Baptist and Disciples of Christ camping programs. Two campus ministries continue to be a priority for the Mission Board. The Baptists Student Foundation and University Church received financial support from Federated's Mission Board in 2009.

While reducing its budget the Mission Board avoided eliminating any program that targets the needs of the local community, thus, the Board continued to provide support to the YWCA—Women in Crisis, International Center, Church Women United and Head Start. The Mission Board continues to support Lafayette Urban Ministry activities. With a slight fund reduction, LUM received financial support from Federated. The Board also continues to support LUM's homeless shelter program. Every other month, the Board provided people to cook and stay overnight at LUM' shelter. The Baptist Student Foundation students, lead by Shawn Zambrows, as well as members of our church family staffed the homeless shelter six times during the past year. The Mission Board was also glad to provide support to Habitat for Humanity's local faith house. The Mission Board also continues to allocate funds that enable our own Marge Taber to continue their valuable work at Rainbow Acres. The Mission Bard also continues to provide funds to Federated Preschool's Scholarship program, the Salvation Army and St. Anne's Kitchen. Pauline She once again hosted Jubilee Christmas. Support was also provided to Linda Thompson's participation in the American Caner Society's Relay for Life.

The Board continues to provide funds to support the Chidamoyo medical mission and Children's Haven . In May the Gibsons provided shaved ice for the children at Head Start. The Board collected supplies for the support of Purdue Trinity Nursing Facility for children in Lafayette. The Board also started the Wednesday evening farmer's market program. Every Wednesday evening in summer months members of our church family went to West Lafayette's Farmer's Market and collected donated unsold produce from vendors and delivered it to local residents.

Respectfully submitted,
Mope Adeola, Chair

Board of Trustees

In 2009 , the Trustees attention was focused primarily in two areas; maintenance of the church and church property and the fiduciary responsibly of lancing church expenses with church income.

The Trustees were most grateful to receive a gift dedicated to the replacement of the bells. The original bells had gone silent and replacement parts were not available. A new Schulmerich system was installed and the bells now sound to call people to worship on Sunday and to toll the hour of the day during the week. This is a beautiful reminder of the place of our church in the community. We wish the anonymous donor to know that the gift was most appreciated.

The roof above the education wing had deteriorated over the years and needed replacement. The Trustees evaluated options of replacement comparable to what existed or replacement taking advantage of new technology and added insulation. The latter option seemed most prudent over the long run and work was completed by late summer.

The city of West Lafayette moved forward on a project to improve Sycamore Lane. This involved grading sidewalks along the street which directly impacted church property. The city purchased right of way from the church in order to install the sidewalk. During construction and irrigation line for the lawn had to be removed. The sidewalk is now in place but grading work is not complete. Once that is done the church will need to install a new irrigation line. During the street project, the contractor used our auxiliary parking lot as a staging area. Upon leaving, the firm cleaned and resealed the lot.

The church has long had a rental policy that applied to use the church's facilities by church members and others in the community. Increasing concern about liability issues during non church events led to a revision in this policy. This policy change is consistent with other facility rental policies in the area.

Financial challenges continue. The pledge drive fro 2009 did not receive the support required to underwrite the budget as initially proposed. Expenses were reduced. For the second year, the Trustees were unable to provide salary increases for Ministers and staff and maintenance expenses required us of reserve funds. An analysis of giving from 2002-2009 revealed that the number of pledges has declined from 151 to 99. Only 72 members who pledged in 2002 in 2009. Twenty nine members who formerly pledged no longer do so, 11 former members no longer attend our church, 8 former members have moved elsewhere and 31 members who pledged have died during this period. On the positive side 27 members now pledge who did not do so in 2002. Clearly membership growth is required if we are to secure new pledges. Only through adding new pledges to our existing base will be able to maintain staff and programs at desired levels.

Volunteers help us maintain the church and church property. There are many to thank and we do so here. Of particular note are Bob Byrd and Joe Daubenmier who keep the lawn mowed all year.

Respectfully submitted

Hank Wadsworth, Chair on behalf of the Board of Trustees

Bob Byrd, Dale Bough, Ed Eiler, David Hacker, Kay Hunt (Treasurer) and Lou Johnson

Endowment Board

PURPOSES: The Endowment Fund was originally created provide funds exclusively for religious educational and charitable purposes. It is charged to encourage and receive gifts and bequests of money and tangible or intangible property to manage. Income and principal are dispersed in a manner consistent with the purposes and conditions of individual funds stipulated by donors.

DISTRIBTUION AND ACTIVITIES FOR THE YEAR:

1. Provided the 60th Anniversary Celebration Committee \$2,500 to complete plans for the year.
2. Approved the Christian Education Board request for \$3,200 to support weekly payments for the Seminary Intern for Youth Sonya Baldauf. An initial pavement of \$1,000 was made.
3. Loaned the Baptist Student Foundation \$16,000 for a boiler hearting system upgrade to be repaid over a two year period.

CONTRIBUTIONS:

1. A \$500 CONTRIBUTION WAS ADDED TO Unrestricted Funds from Anita Dom.

CONSOLIDATION OF FUNDS: Funds with minimum balances, each dealing with Christian education for you were consolidated into the Christian Youth Education Fund. The four funds were Jeff Gunkel, Mark Mohler, Doyle Mullen and Curt Wilson.

ASSEST BALANCES AS OF DECEMBER 31, 2009:

Checking Account	\$ 8,373.06
Income Fund of America	\$128,623.43
American Mutual Fund	\$100,188.40
Vanguard Wellesley Fund	\$136,684.91
U.S. Government Securities Fund	\$ 2,337.85
Baptist Student Foundation Loan	\$ 14,103.00
Total Assists	\$390,310.65

APPRECIATION FOR JOBS WELL DONE: We thank Dennis DePew, J.P. Lisack, Lew Runnels and Steve Wilson for leadership and guidance during their time as members of the Endowment Fund Board. We especially appreciate the work done by Kay Hunt in providing us with a clear and concise reports of our financial position when requested thought the year.

2010 BOARD MEMBERSHIP: Ruth Nyquist, Hank Kraebber, Secretary Lour Carr, Treasurer, Ted Reser and Tom Stolz. Welcome new members Mary Mannering, Hank/Emy Wadsworth, Ty Cobb and Gary Reif

SUBMITTED BY:

Ted Reser, Chair

Lou Carr, Treasurer