

	Annual Report of Ministry 2011	<i>Hope Centered In Christ</i>
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We joyfully share this simple summary of the ministries of Hope and how God has been working in us and through us and around us in 2011. It is nowhere near a complete account, nor is it intended or desired to be an elaborate and elegant publication. It includes contributions from many of our ministry teams and committees, as well as a summary of our finances and an update on the goals that we originally set at the beginning of the year.

We pray that each of you have been, and continue to be, blessed through your involvement at Hope Community Church - in worship, discipleship, service, fellowship and sharing the Good News of Jesus Christ with one another and those in the community around us. Let us live, and share, our Hope Centered in Christ.

Pastor Scott Swix

Council Report (*Lisa Posthumus, President*)

- Annual Audit implemented
- Annual Leadership retreat was held by Roger Hardy, Assistant to the Bishop. Had a wonderful dialogue regarding our vision for Hope. Worked on defining a mission statement that would accurately describe Hope, be easily understood by everyone in the church and that people would be able to memorize almost immediately. HCC: Hope Centered in Christ
- Successful transfer of treasurer position with realignment of duties due to the growing demands of the position
- Encouraged our church committees to become reactive. We have had key members of different visit our monthly meetings in order to improve flow of communication.
- We have worked hard to understand what the synod's expectation is of Hope, and how we can weave that into our ministry
- With tremendous effort on behalf of Pastor, financial reports have been streamlined
- Successful application and approval of extension for grants
- Held extra meeting in order to define goals for Hope and it's committees
- Met with Elzinga and Volkers to discuss vision for Hope's eventual building expansion
 - Shed installation
- Job Descriptions Completed
- We have worked very hard to understand what "self Sufficiency" really means and how do we get there?
- Said farewell to our intern, Karen
- Many long Monday night meetings. We got a lot of work done and enjoyed a lot of laughter and smiles in the process.

Outreach, Fellowship and Service (*Karrie Monroe & Pastor Scott*)

2011 included a wide range of outreach and service to the community as well as fellowship activities and events within the congregation. These have been the efforts of many folks from many different individuals and teams, and the vast majority of the congregation participated in one or more, or in some cases most.

A partial list includes:

- Blood drive
- Youth service at God's Kitchen
- Ladies Lunch/Brunch and sewing dresses & weaving mats for Casa Leandra
- Youth serving at the family shelter
- Easter breakfast
- CPR & First Aid class
- Fat Tuesday party and games
- Hope's booth at the Rockford Expo
- Spring and fall yard sales
- Church picnic and Fall Fest
- Special prayer/healing service and Blue Christmas worship service for the community
- Vacation Bible School
- Dinner Out evenings for fellowship and fundraising
- Pastor's participation at the 9/11 Healing Fields event
- Craft Bazaar and Car Show to benefit North Kent Community Services food pantry
- Advent by Candlelight musical production

Senior High Youth Ministry (*Rose Nemecek*)

In 2011 the Senior High group emphasized

- Serving the community
- Worshiping
- Growing in faith
- Experiencing God while having fun
- Take time to learn scripture and explore how it applies today

These were experienced and celebrated together in

- Sunday morning Faith Formation
- Serving at the family shelter in Benton Harbor
- A retreat on the theme of famine and hunger
- A retreat on "Angels, Demons, the Devil and the Problem of Evil"
- Special events such as the camp/mission "Road Trip Adventure" to West Virginia
- Synod-wide youth Bass Lake Festival during the summer and winter "The Gathering"
- Can drive, car wash and pancake breakfast fundraisers (for camp and the gathering)
- Various local outings

Worship Committee *(Lisa & Randy Posthumus)*

The Worship committee has started meeting again this past year. We are looking at many ways to improve our worship services and, hopefully make them more meaningful to our people. Some of the issues being addressed:

Prayer of the Church – Looking at ways to improve the Prayer of Church in order to be ready as Hope grows. Trying to find a way to pray for ***all*** the concerns of the congregation and our world and yet keeping the length of the prayer reasonable. This is a challenge. The prayers at Hope have always been at the heart of our worship service. How do we keep the spirit of our prayers as we grow?

Choir – We have started to revive the year round kids and adult choirs. It is our hope to have special music every other week during the school year and have solos and/or small groups during the summer months. Thanks to all the people willing to commit to hours of practice to enhance our worship!

Praise Team – Our Praise team continues to grow. At Hope, all the music is offered by members of all ages. This is a real blessing to us. We don't have a special "Youth Sunday". Every Sunday features our youth! We are a community of believers of all ages!

Altar Ministry – A group that has been working under the radar for years at Hope is now becoming more formally organized. They are organizing things to provide the correct colors for the Liturgical seasons and looking at ways to better prepare our sanctuary for worship.

Special Services – Together with Pastor, we have been looking at special services that offer different formats or styles of worship. Blue Christmas, Healing Services, and others that may speak to the hearts of people with losses, illnesses, or pain to which we can minister.

Hope is searching, praying, and seeking God's purpose. We as individuals and as a church body must constantly look at our worship and offering to God. How can we improve? How can we reach more people in the name of Christ? This committee could be a place for you to serve. If you would like be a part of this committee please contact Pastor Scott or Randy Posthumus.

Staff Support *(Lisa Posthumus)*

- 2011 members include: Lisa Posthumus, Rich Bell, Linda Hoemke, Larry Zandstra, Judy Gisting, and Pastor Scott Swix
- Lisa met with Roger Hardy to gain a better understanding of synod expectations of the ministry review process
- Upon the synod and Roger Hardy's recommendation we followed the guidelines set out in the book, "Pastor and People: Making Mutual Ministry Work".
- We created a self review document for pastor based mainly on a tool found in the book. We also filled out the same document. The questions allowed us to identify consistencies and where there were some differences.
- The final report was shared with and discussed at council
- The part time staff reviews will be led by Pastor and completed in the first quarter of 2012

Building Committee *(Rich Bell)*

- New vinyl siding on non-brick exterior and new fascia around perimeter of roof dramatically improved the appearance of our worship center as well as protecting the building from the elements.
- Storage shed gifted to us from Body of Christ Lutheran Church of Newaygo was moved to our site, enabling us to clean up, clear out and better organize our worship center, thereby making it safer, roomier and better suited to worship activities.
- Primary painting in 2011 was the youth/meeting room, done mostly by the HS youth themselves, improved the interior aesthetics for ourselves, visitors and gifts.
- Parking lot debt and remainder of furnace/AC debt were both paid off. Less debt aids our growth toward self-sufficiency and has allowed us to increase our Synod/ELCA mission support toward our target levels.
- Emergency EXIT signs and egress lights were repaired and upgraded ensuring low insurance costs and increased safety for all present.
- Mortgage debt dropped just below \$200,000 at end of year.
- New information displays were installed in the narthex and hallway, improving image and organization of information for members and guests
- Larger glass panels were installed in the sanctuary doors improving visibility and making the narthex space feel more open
- Book cases were crafted and installed in the sanctuary for musician music, Bible & hymnals, and congregational worship resources.
- We were given and installed a new kitchen stove, with which we can prepare food for fellowship and special events. Jesus regularly broke bread with the people. Lord knows we love to do that at Hope!
- Exterior doors were re-keyed w/new cylinders to increase our building security and establish proved key accountability practices. We are still hopeful for one coded lock to assist with one-time church usage or rental events.

Congregation Council Members of 2011

- Lisa Posthumus, President
- Rich Bell, Vice President
- Linda Hoemke, Secretary
- Nancy Hock, Financial Secretary
- Scott Monroe
- Rose Nemecek
- Mary McGuire

Treasurer Report (Denny Hoemke)

2011 has been a year of transition in the Treasurer's position at Hope. John Donohoo stepped down as treasurer due to personal time commitments. We thank John for his service in that position and all his work in setting up and maintaining our banking systems. John continues on the Finance committee. Denny Hoemke has moved into the Treasurer position. Administrative Assistant Michelle Julien assists as well and has taken over various data entry and reporting tasks. With the help of Pastor Scott, we are moving to fully implementation of our ICON accounting system for budgeting and tracking of all financial matters.

Through God's blessings and the generous help from our members, friends, and various ELCA church partners we have been able to meet all our financial obligations and maintain a working fund balance going in to the New Year. We have also built a small reserve fund to build toward the future.

Hope Community Church - 2011 Year End Financial Summary (unaudited)	YTD Actual	YTD Plan	Difference
Offerings and Income			
General Offerings by Consecration Sunday pledge households * 11 pledged households gave at or above 100% of their pledge * 14 pledged households gave below 100% of their pledge	\$71,754	\$68,120	\$3,634
Offerings by existing non-pledging households	\$3,453	\$8,160	-\$4,707
"Loose Plate" Offerings (visitors, new members, friends, etc)	\$14,466	\$5,500	\$8,966
Other non-contribution income (fundraisers, facility use, etc)	\$2,544	\$1,500	\$1,044
Total General Fund (not incl charity, capital/building, etc)	\$92,217	\$83,280	\$8,937
Mission Support received (ELCA, Synod & Mission Partners)	\$33,821	\$31,500	\$2,321
Total Financial Resources Received for Operation of Ministry	\$126,038	\$114,780	\$11,258
Ministry Expenses			
Operating expenses over or (under) plan (not incl major capital items)	\$115,408	\$114,385	\$1,023
Synod and ELCA Mission Support given (10% of general offerings)	\$9,334	\$7,821	\$1,513
Total Expenses and Mission Support Given	\$124,742	\$122,206	\$2,536
Charity & Special Collections			
Pastor's Discernatory Fund	\$2,263		
Jingle (for Casa Leandra and other recipients)	\$440		
Other special collections (disaster relief, etc)	\$784		
	\$1,039		
Major Capital/Building Gifts and Expenses			
Gifts Received (parking lot, furnace fund, etc)	\$952		
Expenses (parking lot completion/payoff, new siding, furnace /AC)	\$6,956		
Balances			
	End of Year	Start of Year	Change
Reserve Fund (** parking lot & lights were paid off from this account)	\$6,173	\$10,694	-\$4,521
General Fund (net, after outstanding checks, etc)	\$9,719	\$7,678	\$2,041
SCRIP account	\$418	\$235	\$215
Pastor's Discretionary Fund	\$450	\$571	-\$121
Mortgage Debt	\$199,998	\$207,727	-\$7,729
Parking Lot Debt (fully paid off in Feb 2011)	\$0	\$3,825	-\$3,825
Furnace Fund Debt (fully paid off in Feb 2011)	\$0	\$440	-\$440

Notes:

- 1) Overall giving by pledged families was 105.4% of Consecration Sunday pledges made
- 2) Synod and ELCA Mission support given was higher than planned due to general offerings being higher



Congregational Goals Plan 2011

Do all in prayer!

Responsible Entity	Goal	Actions	Timelines And Status
Council	Establish or strengthen appropriate and meaningful committees and teams to oversee specified tasks as well as inform Council of important and pertinent current events. As we've grown and have more a more active congregation it is apparent that it will be necessary for some of our teams to meet more regularly and be more engaged in proactive planning for the future.	Renew inactive committees and create new as required.	Complete 4/2011
		Finalize and provide Team Leader/Chairperson Guide (Helpful info on expectations, assistance, budget/finance process, effective meetings, etc)	Completed 7/2011
		Appoint one council member to oversee each committee for guidance and support.	Completed 6/2011
		Work with teams to establish clear goal and objectives for each	Continuing
		Establish and schedule Council reports and visits	Completed
	Assist the Outreach team in their work toward already defined Outreach objectives	Review the new Outreach team goals and identify which Council can best assist with, and how.	Completed 6/2011
	Continue to increase focus on community needs (cooperatively effort with Council, Outreach, Service and Worship teams)	Work to identify other community needs Possible examples: unemployment support, divorce support, addiction issues, etc.	TBD Continuing
		Identify which community needs Hope should address, based on match well to Hope's sense of mission, Hope's particularly sense of identity, and resources	TBD
	Avoid ministry burnout and improve burnout awareness	Preach, teach and discuss importance of the concept of Gift Oriented Ministry which maximizes joy and minimizes burnout.	Ongoing
		Help our people to understand the importance of good boundaries and priorities.	Ongoing

	Improve communications from leadership to congregation and between ministry teams, leadership and congregation.	Reiterate that most council meetings are open.	May/June 2011
		Improve content of meeting summary and actions/decisions info to congregation. available to the congregation through email	Started. Continuing.
		Encourage written and verbal feed back from congregation as to their view of the council and it conduct of the church business.	TBD Continuing
Outreach	Increase contact/exposure to the east (Cannonsburg/Belding areas)	Identify existing Cannonsburg/Belding area events such as the lighting of the Christmas tree, parades, and other community activities, publicity on Cannonsburg Chronicle, etc	Completed 7/2011 Minimal events available.
		Plan Hope's involvement by our choir, prayer request walks, advertising.	Track our involvement in these communities and the results of these efforts.
		Meet with other Cannon Corners businesses (Ric's, bank, etc) regarding possible joint event(s)	1st contacts made. Continuing.
	Promote our Facebook page and Website	Update Hope's Facebook page privacy policy (members only, members+friends, etc) Current page requires "Friend Request" and approval. Decision to include value of outside contacts, community visibility, member privacy concerns, etc	Completed 8/2011
		Include Facebook information in all publications and mailings (scope dependent on how privacy decision)	July/Aug 2011 Continuing
		Encourage our members to use Facebook resource and, dependent on privacy decision, invite friends as well	Already started. Continuing
		Track effectiveness: (a) activity on each (b) asking visitors how they heard about Hope and recording this information.	TBD Continuing
		Explore new features (Facebook and website) such as Prayer Requests, Sermon Blog, Online Bible Study, etc. Consider value and resources required for each.	Website prayers: May 2011 Others TBD
	All	Increase awareness of Hope's overall property (building and 11 acres of land) and possible uses of it., both internally and externally.	Make groups aware of the availability of the church for community uses by contacting organizations such as the Boy/Girl Scouts, AA, and others.
Hold an outdoor "party, property and prayer walk"			Newsletter article done Party/walk TBD 2012
Explore options for nature path, future labyrinth, etc.			Some discussion 2011 More TBD 2012

Worship	Recruit and train additional worship servants (<i>Hope's worship has high lay participation already, more folks are encouraged</i>)	Recruit additional servants (particularly for Prayers of the People)	Completed 6/2011
		Provide refresh or initial training to all worship servants	Completed 8/2011
	Improve worship servant scheduling process	Explore ways other churches organize & schedule the worship servants.	Completed 7/2011
		Implement new scheduling process	Summer 2011
Discipleship	Encourage the establishment of small group(s)	Identify members/families that are and are not already involved in a small group or equivalent	TBD and ongoing Emphasis for 2012
		Identify potential small-group leader/coordinator and begin exploring potential small-group models	Women's group leaders identified, working. Men's group work TBD
		Select model, equip initial leader, and launch initial group	TBD
		Expand to additional small groups as required	TBD
	Encourage Biblical literacy and daily discipleship	Provide Bible Study groups and good home study materials. Could be an on-line involvement rather than paper.	Track involvement.
Property	Increase storage space to alleviate clutter in main building halls and rooms	Explore & report on possibility of new storage shed: determine township et al restrictions, cost estimates, features, option of BOC portable shed, etc	Zoning/permits completed Portable shed moved and installed 9/2011
		If new detached shed desired, coordinate location desired with overall property site plan (below)	Stand-alone permanent shed now low priority.
	Build an overall general facility/property plan looking to accommodate needs for storage, classrooms, multi-purpose space, etc as we continue to grow. (Long term goal)	Identify architect to assist (ELCA-MIF no longer option, apparently)	Lowered priority. Working on internal conversations on ministry needs, etc.
		Determine resources (\$ & people) necessary for exploration and general plan design.	Interviewed 2 architects/contractor firms about process, costs, etc.
		Begin assessment of needs, costs, etc	TBD
		Design general concept layout adequate for discussion, storage shed planning (if desired), etc...	TBD
	Improve visibility from the road, particularly from the north	Explore options such as removal/sale of some trees, etc.	Initial conversations 2011. More TBD