

The Church of the Damascus Road 2nd Annual Meeting



6:00pm, January 24, 2004
St. Mark's Episcopal Church
1001 1st Avenue South
Fort Dodge, Iowa

The Church of the Damascus Road Annual Meeting

Agenda

6:00pm, January 24, 2004

St. Mark's Episcopal Church

1001 1st Avenue South, Fort Dodge, Iowa

Welcome, Prayer

Dinner — Served by the Human Needs Committee of St. Mark's Church

Devotions — Pastor Charles Johnson

The Meeting — Richard (Dick) Hersom, President

Introductions

- Outside Church Council members and spouses
- Former CoDR members and spouses
- FDCF and NCCF Regular Volunteers
- Getting to know you
 - Who are you?
 - Where do you reside? How far did you travel to be with us?
 - Are you representing a church? If so, which one are you representing?

Reports

The following reports are included in this packet:

- 4 - A History of The Church of the Damascus Road
- 5 - Outside Council Members
- 6 - Outside Council Meeting Highlights of 2003
- 7 - FDCF and NCCF Regular Volunteers
- 8 - Presentations/Sermons/Updates by Pastor, OC Members and Volunteers in 2003
- 9 - Memorials and Honoraria received by CoDR in 2003
- 11 - CoDR Budget and Expenses in 2003
- 12 - CoDR Budget and Needs for 2004 and Contributions for 2003
- 13 - Church Records for 2003
- 14 - Church Attendance at FDCF and NCCF in 2003
- 15 - FDCF and NCCF Inside Council Reports
- 17 - FDCF and NCCF Offerings in 2003 (A list of charities, organizations and individuals that were chosen to receive the offerings)
- 18 - Story Teller Program
- 19 - Aftercare Program

Remarks

Benediction — Fr. Steve Hall

A History of
The Church of the Damascus Road
by Rev. Carroll Lang

In 1996, the city of Fort Dodge, Iowa made a second bid to the Iowa Department of Corrections (having lost the first bid to Newton) to convince the IDOC to build a new prison in Fort Dodge. This time around the city's bid committee invited the clergy of Fort Dodge to join them. Three clergymen, the Reverends Marvin Jenkins, Allen Hermeier and Carroll Lang attended these meetings. Persons who had been invited to be part of the bid committee were asked to submit a component to the bid, offering the services they would provide. The clergy provided a "Spiritual Component" to the process, offering two major programs. The first was to provide an experienced parish pastor to start a prison congregation, and the second was to implement the Match Two program.

When the Iowa Department of Corrections accepted Fort Dodge's bid, Hermeier and Lang assembled laity and clergy from the area to form a steering committee. During discussion of the nature of the congregation, whether it was to be non-denominational or a part of a denomination, the Steering Committee was unanimous in stating that it should belong to a denomination. The deciding factor was that the ELCA was the only denomination offering to give financial support, so it was decided that the congregation would be part of the ELCA. The steering committee then contacted the Western Iowa Synod and invited Bishop Curtis Miller to join them in guiding the steering committee through the process of forming a mission prison congregation. Bishop Miller told the committee that the Rev. Delwayne Hahn was the Western Iowa Synod's ELCA liaison and he would be the steering committee's primary guide. Since the North Central Correctional Facility in Rockwell City was only 24 miles west, it was decided to include both sites in the plans to start a mission congregation.

The committee met several times at Christ Lutheran Church in Fort Dodge and a couple times at the synod offices in Storm Lake. The ELCA Division for Outreach had indicated an interest in starting more congregations like this, so they agreed to support this mission startup, paying half of the mission developer pastor's salary and benefits. A call committee was formed, represented by the Bishop, Pastor Hahn, the WIS Outreach Chair, and ecumenical representatives. The call committee chair was Fr Stephen Hall+, rector of St. Mark's Episcopal Church in Fort Dodge. Several candidates were interviewed. Rev. Carroll Lang was issued the call in June 1997. He was called to begin a word and sacrament ministry at the North Central Correctional Facility on August 1, 1997. Later, when the Fort Dodge Correctional Facility opened in 1998, a word and sacrament ministry was to begin there. Although the call actually comes through the ELCA for a mission developer pastor, the actual letter of call is issued from the synod in which the mission is being developed. Salary is determined by the ELCA Division for Outreach. After the Church of the Damascus Road is self supporting, salary will be set by the Outside Church Council.

The ELCA Mission Investment Fund was instructed by the ELCA Division for Outreach to purchase a parsonage. Rev. Lang was instructed to locate a realtor and locate 3-5 possible homes in the "medium range" (\$40,000 to \$70,000). Del Hahn and Andrew Beal (Region 5 Building Consultant) came to Fort Dodge to view these homes and decided that we would need to set our range higher as the available homes were deemed inadequate by Mr. Beal. Rev. and Mrs. Lang then spent time with the realtor finding homes in the \$60,000 to \$120,000 range. After another visit from Del Hahn to view the 4 possible homes, a home was selected at a cost of \$96,000. As closing time neared, Andrew Beal had an EPA firm conduct an inspection and discovered lead and asbestos in the home. The purchase was canceled, and the Langs and the realtor began another search with a top range of \$130,000. There were none available, but the realtor had some prospects that were on the market for more than that amount, hoping that perhaps the owners would take a lower offer.

The options were narrowed to three, and then two, both for essentially the same price, but one had sewer and water service while the other had its own pump and septic tank. The first one, built in 1992, was purchased for \$153,000. The ELCA Mission Investment Fund paid for the house outright, and the agreement is that when The Church of the Damascus Road is self-supporting the house may be purchased for the same price regardless of what the market may be at the later date.

The Langs moved into the parsonage on October 11, 1997. The rest of the mighty acts of God and the activity of The Church of the Damascus Road, are they not written in the minutes and actions of the secretary and treasurer? And the ministry continues to grow.

The Church of the Damascus Road
Outside Council Members

The Outside Church Council shall be made up of persons from:
Congregations of any Christian denomination in Western Iowa (not more than 13);
Clergy of any Christian denomination in Western Iowa (not more than 2);
Synod Staff (nonvoting); Prison Congregations of America (nonvoting).
Pastor of the congregation, who cannot hold office but who has voice and vote.

CoDR Outside Council Members - 1/2003-12/2003

Mr. Lee Kuhrt (President)	Lutheran, Pomeroy
Mrs. Leila Wilson (Vice President)	Lutheran, Fort Dodge
Mrs. Kathy Hansel (Secretary)	Lutheran, Badger
Mr. Rollin Swanson (Treasurer)	Lutheran, Fort Dodge
Mr. Mark Haase	Lutheran, Humboldt
Fr. Steve Hall	Episcopal, Fort Dodge
Dr. Martha L. Hoard	First Covenant, Fort Dodge (resigned April 21)
Mr. Richard Hersom	Presbyterian, Fort Dodge
Mr. Paul Peterson	Lutheran, Callender
Mr. Allan Redenius	UMC, Fort Dodge
Mr. Paul Tokheim	Lutheran, Goldfield
Rev. Danette Johns, WIS	Liaison (Ex-officio Member)
Rev. Ed Nesselhuf, PCoA	Consultant (Ex-officio Member)
Cynthia Hanks	Office Manager/Financial Secretary (Ex-officio Member)
Rev. Carroll Lang	Pastor

CoDR Outside Council Members - 1/2004-12/2004

Mr. Richard Hersom, President	Presbyterian, Fort Dodge
Mrs. Leila Wilson, Vice President	Lutheran, Fort Dodge
Mrs. Kathy Hansel, Secretary	Lutheran, Badger
Mr. Rollin Swanson, Treasurer	Lutheran, Fort Dodge
Mr. Mark Haase	Lutheran, Humboldt
Mr. Lee Kuhrt	Lutheran, Pomeroy
Mr. John Everts	Lutheran, Lytton
Ms. Margaret (Peg) Jackson	Episcopal, Fort Dodge
Pastor Charles Johnson	First Covenant, Fort Dodge
Rev. Danette Johns, WIS	Liaison (Ex-officio member)
Rev. Ed Nesselhuf, PCoA	Consultant (Ex-officio Member)
Cynthia Hanks	Office Manager/Financial Secretary (Ex-officio Member)
Rev. Carroll Lang	Pastor

Outside Council Meeting Highlights

January - December, 2003

- Fort Dodge CoDR OC members and volunteers among many other FDCF volunteers honored at special recognition party at FDCF.
- We received a total of \$440.00 in memorials for the late Cliff Anderson and \$1,265.00 in memorials for the late Guy Olson. Both Cliff and Guy were very much involved in the CoDR ministry, serving on the Outside Council and as regular visitors. Guy made it his mission to bring in the needed funds for our vital ministry. We miss both of them in more ways than one.
- Decision was made to use memorial funds to purchase a projector for Power Point and video presentations as well as animated videos for use at both facilities.
- Purchased new typewriter purchased for CoDR office.
- William Torrence, NCCF CoDR member won the PCoA artwork contest
- The Outside Council utilized the Fort Dodge Chamber of Commerce display case in December to further inform the community about CoDR. We will do the same in July.
- ELCA's "In The City For Good" grant for our Aftercare program was denied for lack of congregational support.
- Due to lack of funding a total of \$30,300.00 was withdrawn from our MissisonPlus investment account during 2003 to help cover CoDR expenses. This leaves a balance of \$8,599.28 — not much of a cushion.
- Ongoing discussion regarding obtaining additional funding by getting more churches and individuals donating on a regular basis. All we need are 100 churches or individuals giving \$100 a month and our needs would be met.
- Pastor Lang and Dick Hersom attended Presbytery conventions in Clarion and Okoboji and were well received at both functions.
- CoDR hosted a three-day Come and See event which involved inviting prison officials and individuals interested in prison ministry to see what such a ministry is like. They attended a worship service at FDCF
- Another letter to all Presbyterian churches sent. This is an ecumenical ministry and we need to get more denominations actively involved in our mission. The project resulted in several one time donations totaling \$461.66.
- Phone calls were made to all Lutheran churches listed in our Data Base. Again, not much success in obtaining additional funding.
- We all need to become more involved in some form of fundraising as that is one of the major responsibilities of an OC member. We also need to encourage all area churches to invite Pastor Lang or any of the OC members to make presentations to their congregations.
- Plans for February 27, 2004 Aftercare fundraiser featuring The Brown Family, Merrill IA, at the Presbyterian Center, Fort Dodge, are going well.
- We must work at recruiting more ecumenical representation for the OC. Currently we have not met our guidelines of "5 members from Ecumenical Contributing Congregations."
- The Humboldt AfterCare program, together with AfterCare in Fort Dodge and Webster City AfterCare have organized as the North Central AfterCare Program. They have extensive plans through which to further this vital ministry. There are possibilities of creating AfterCare programs elsewhere in the area as well as in Arizona.
- OC members were not well represented at the semiannual Inside/Outside Council joint meetings. Come on folks, although each of us has been very much involved in a plethora of activities, all OC members need to attend these important sessions.
- **2004 Goals: Educate public, obtain much needed funding and recruit OC members.**

FDCF & NCCF Regular Volunteers Past & Present

The following volunteers have taken a special course, been issued a personal ID badge and, with the exception of NCCF regulations, are able to attend a worship service without having to be on a regular visitor's list."

FDCF- Current Volunteers

Judy Lang, Fort Dodge
Irene Adams, Fort Dodge
Dwanyne Anderson, Webster City
Lil Posegate, Fort Dodge
Carol Reed, Fort Dodge
Guy Olson, Fort Dodge
James Fevold, Humboldt
Dorothy Zehr, Fort Dodge
Cleo May Swanson, Fort Dodge
Rollin Swanson, Fort Dodge

NCCF-Current Volunteers

Judy Lang, Fort Dodge
Candace Booth, Lytton
Dennis Booth, Lytton
John Everts, Lytton
Marge Everts, Lytton
James Fevold, Humboldt
Judy Gronbach, Dakota City
Cleo May Swanson, Fort Dodge
Rollin Swanson, Fort Dodge
Paul Peterson, Callender

The following individuals are regular volunteers for our Storyteller Program:

Judy Gronbach, Coordinator, Dakota City
Isabelle Benjamin, Bradgate
Donna Haack, Pomeroy
Candace Booth, Lytton
Marge Everts, Lytton
Judy Watne, Galt
Dorothy V. Zehr, Fort Dodge

Kenneth Perin, Humboldt
Jean Peterson, Pomeroy
Judy Lang, Fort Dodge
Rollin Swanson, Fort Dodge
Joyce Hegna, Dakota City
Nancy Bruns, Jolley
Lee Wilson, Fort Dodge

The following churches/individuals have contributed books for our Storyteller Program:

Isabelle Benjamin, Bradgate
First Congregational UCC, Webster City
New Covenant Christian Church, Fort Dodge
Nancy Peck, Sioux City
First Lutheran Church, Clarion
Trinity Lutheran Ch WELCA, Spencer
Ullensvang Lutheran Church, Thor

Asbury United Methodist Church
Webster City
Ms. Bev Bremer, Le Mars
AAL Branch 8639, Lehigh
Lutheran Brotherhood Br 8563, Milford
Hardy Trinity Lutheran Church, Hardy

Many other churches, church organizations and individuals have contributed money for this program.

Presentations/Sermons/Updates

2003 — — — — —

- 01-05-03 Immanuel LC, George, Conference One Assembly, 2:30pm 30 minute presentation
- 01-19-03 Exira Lutheran Church, Exira, 9am pulpit supply
- 02-09-03 Hope LC, Sioux Center, 9am SS, 10:15 am Worship sermon & presentation
- 02-23-03 First Baptist, Fort Dodge-10:30am Sermon (will work in update)
- 03-02-03 Our Saviour's LC, Callender Holy Communion 9:15 Supply, SS Presentation
- 03-09-03 Zion S John LC, Sheffield Sermon and/or Temple Talk
- 03-15-03 Immanuel LC, Cresco (NE IA) 5 pm Worship Sermon
- 03-16-03 Immanuel LC, Cresco 8am Sermon, 9:15am SS Presentation, 10:30am Sermon
- 03-22-03 CTiM (Congregations Together in Missions) festival in Storm Lake
- 03-23-03 Ullensvang LC, Thor 9:30am Worship, 10:45 am SS Presentation
- 03-24-03 Epworth UMW Church Women, Noon, Presentation - Cleo Swanson
- 03-30-03 Jefferson Presbyterian, 9am SS Presentation, 10:30am Supply
- 04-20-03 Easter Services at 8am FDCF, 9:30am NCCF
- 04-25-03 Western Iowa Synod Assembly (25-27)
- 05-04-03 Trinity Lutheran, Hardy 9am Worship (Update), 10:30am SS presentation
- 05-11-03 St Paul LC, Palmer
- 05-18-03 Immanuel LC, Akron 9am SS-Presentation, 10:15-Worship
- 05-24-03 Augustana Lutheran, Manson 6pm worship
- 05-25-03 Augustana Lutheran, Manson 10am Worship
- 06-08-03 Trinity LC, Boxholm, 9am Worship, Faith Lutheran LC, Harcourt 10:30am Worship
- 06-22-03 Zion LC, Gowrie, 9:30 am Worship
- 06-29-03 St John LC, Carroll 9am Worship, Presentation after
- 07-06-03 St Paul LC, Hampton 8am Traditional Holy Communion, 9:15am SS, 10:30 am Contemporary Holy Communion
- 07-13-03 St Olaf LC, Belmond 9am Worship-Supply, St John, Belmond 10:30 am Worship-Supply
- 07-15-03 Presbytery of North Central Iowa Assembly at Union Presbyterian, Garner - Display
- 07-20-03 Immanuel LC, Forest City
- 07-20-03 Grace LC, Fort Dodge 10:45 Presentation, Cleo Swanson
- 08-14-03 Emanuel-St. John Lutheran, Lytton, 6pm Worship
- 08-17-03 Faith Lutheran, Odebolt 9am Worship, 10:30 Presentation
- 08-31-03 Emanuel-St. John Lutheran, Lytton, 10am Adult SS Presentation, 11am Worship
- 09-04-03 Unit of First UMC, Marshalltown, Presentation, Cleo Swanson
- 09-12-03 Hope Lutheran Church, Everly, Mission Festival Sept. 9-12, Presentation: Rollin & Cleo Swanson
- 09-12-03 First Baptist, Fort Dodge 9:15am SS, 10:30am Worship
- 10-01-03 CoDR hosts a 'Come and See' event here in Fort Dodge and Rockwell City
- 10-03-03 Criminal Justice Ministries in Chicago October 3-5
- 10-12-03 St Paul LC, Manson, 8:30am & 11am Worship
- 10-13-03 First Baptist, Boone, 6:30am Presentation
- 10-25-03 Trinity LC, Webster City 6am Worship
- 10-26-03 Trinity LC, Webster City 8:30am Worship; Mission Fair booth during SS, 11am Worship
- 11-02-03 Zion LC, Ruthven 9am; Lost Island LC, Ruthven 10:30am Update and Supply
- 11-08-03 Report to Western Iowa Synod Outreach Committee
- 11-23-03 Immanuel LC, Burnside, 9:15am Supply & update
- 11-30-03 Hamlin LC, 8:30 Worship; Brayton LC, 10:45 worship

Memorials/Honoraria
2003

Norris & Carol Overdahl, Clear Lake - Cliff Anderson memorial
Land O'Lakes, St. Paul MN - Rollin Swanson honorarium
Fred & Marie Nesheim, Goldfield - Sherrill Oppedahl memorial
John & Marge Everts, Lytton - Cliff Anderson memorial
Bruce & Kathleen Hansel, Badger - Jim Anderson memorial
Virginia Anderson, Webster City - Cliff Anderson memorial
Fred & Marie Nesheim, Goldfield - Kevin Dishman memorial
Fred & Marie Neshiem, Goldfield - Philip Nelson memorial
Cynthia Hanks, Manson - James Cormack memorial
Rev. Allen & Helen Hermeier, Decorah - Guy Olson memorial
Pauline Dreasler, Fort Dodge - Guy Olson memorial
James & Beverly Fisher, Fort Dodge - Guy Olson memorial
Son's of Norway 526, Fort Dodge - Guy Olson memorial
Dean & Donita Getting, For Dodge - Guy Olson memorial
Bonita McLarnan, Humboldt - Guy Olson memorial
Jack & Jane McMullen Northwood - Guy Olson memorial
Wayne & Leona Seehusen, Fort Dodge - Kathy Millslagle memorial
Dwain & Dorothy Swanson, Ankeny - Guy Olson memorial
John & Dori Wozniak, Fort Dodge - Guy Olson memorial
Ruth E. Sandeen, Gowrie - Guy Olson memorial
Jane & Dean Wallestad, Moorland - Guy Olson memorial
La'James college of Hairstyling, Fort Dodge - Guy Olson memorial
University of Iowa College of Public Health, Iowa City - Guy Olson memorial
Tom & Sandra Hovey, Badger - Guy Olson memorial
Donald & Dona Cleveland, Belmond - Guy Olson memorial
Paul H. Peterson, Callender - Guy Olson memorial
Virginia A. Jorgensen, Dayton - Guy Olson memorial
Glenn & Elinor Hinders, Eldora - Guy Olson memorial
Daniel & Sa Chu Bednar, Fort Dodge - Guy Olson memorial
Howard & Barbara Jensen, Fort Dodge - Guy Olson memorial
James McCubbin, fort Dodge - Guy Olson memorial
Charleen A. Daws, Fort Dodge - Guy Olson memorial
Jan & Phyllis Wilson, Fort Dodge - Guy Olson memorial
Michael G. Cormack, Fort Dodge - Guy Olson memorial
Rollin & Cleo Swanson, Fort Dodge - Guy Olson memorial
Golden K Kiwanis, Fort Dodge - Guy Olson memorial
Wayne & Leona Seehusen, Fort Dodge - Guy Olson memorial
Kenneth & Dawnie Danner, Fort Dodge - Guy Olson memorial
Derald & Mary Lou Nimrod, Fort Dodge - Guy Olson memorial
Viola Harris, Fort Dodge - Guy Olson memorial
Vincent & Lee Wilson, Fort Dodge - Guy Olson memorial
Roger & Nancy Leo, Fort Dodge - Guy Olson memorial
William & Anjanette Goetz, Hartland WI - Guy Olson memorial
Harold & Eleanor Engen, Jr., Iowa City - Guy Olson memorial
Jerome & Mary Irving, Iowa City - Guy Olson memorial
James & Jacquelyn Andrew, Jefferson - Guy Olson memorial

Cynthia Hanks, Manson - Guy Olson memorial
Rick & Janet Anderson, Storm Lake - Guy Olson memorial
Jim & Edee Boelman, West Union - Guy Olson memorial
Lee & Jean Kuhrt, Pomeroy - Guy Olson memorial
Mary Wilkins, Fort Dodge - Guy Olson memorial
Dorothy V. Zehr, Fort Dodge - Guy Olson memorial
Ilene D. Rink, Fort Dodge - Guy Olson memorial
Paul & Candie Becker, Fort Dodge - Guy Olson memorial
Carol K. Reed, Fort Dodge - Guy Olson memorial
Paul & Ladora Shupe, Fort Dodge - Guy Olson memorial
Clarence T. V. Johnson, Fort Dodge - Guy Olson memorial
Richard & Judy Wessels, Palmer - Guy Olson memorial
Mel & Marian Renken, Manson - Deb Girard memorial
Civitan International Fort Dodge Chapter, Fort Dodge - Guy Olson memorial
Mr. & Mrs. Ross R. Mitchell, Maquoketa - Guy Olson memorial
Iowa Credit Union League, Des Moines - Guy Olson memorial
Margaret A. Whitcome, Fort Dodge - Bernard Doyle memorial
Harlan & Mary Carley, Bettendorf - Guy Olson memorial
Paul & Rita Kail, Farnhamville - Guy Olson memorial
Nancy Olson, Waukon - Guy Olson memorial
Marlene Palmer & Marcy Thomas, Waukon - Guy Olson memorial
John Schmalenberger, Fort Dodge - In honor of Mother's 81st birthday
Bruce & Kathleen Hansel, Badger - Lorraine Lathe memorial
Marcia M. Main, Fort Dodge - Guy Olson memorial
David & Ruth Melby, Forest City - Guy Olson memorial
Lawrence & Betty Olson, Bellwood IL - Guy Olson memorial
Ed & Diane Nesselhuf, Burbank SD - Guy Olson memorial
Bruce & Kathleen Hansel, Badger - Guy Olson memorial
Earl & Lela Odland, Clarion - Evy Snedeker memorial
John Schmalenberger, Fort Dodge - In honor of Mother
Vincent & Lee Wilson, Fort Dodge - Harold Hill memorial
Estate of Lamona Siebels, Pomeroy - Lamona Siebels memorial
John Schmalenberger, Fort Dodge - In honor of Mother
Mr. & Mrs. Warren Scholten, Eagle Grove - Guy Olson memorial
Brian Campbell, Emmetsburg - Kirk Rikansrud, Canton SD honorarium

**The Church of the Damascus Road
Budget 2003**

Human Resources

Pastor's Salary	38,000.00
Pension & Benefits	14,126.00
Utilities	5,000.00
Social Security Offset	3,899.00
Continuing Education	500.00
Housing Allowance	<u>13,200.00</u>
Total	<u>74,725.00</u>

Secretary's Salary	8,060.00
Form IRS 941 Taxes	617.00
Fed & IA Withholding	0.00
Total	<u>8,677.00</u>

Pulpit Supply	1,300.00
Accompanist Supply	250.00
Mileage	<u>3,900.00</u>
Total	<u>5,450.00</u>

Administrative

Telephone	1,650.00
Printing	1,500.00
Postal Expense	1,000.00
Office Rent*	6,000.00
Subscriptions	225.00
Office Supply	1,515.00
Copier Maintenance Agreement	<u>945.00</u>
Total	<u>12,835.00</u>

Mission

Prison Congregations of America	4,250.00
Newsletter	3,500.00
Printing(brochures)	700.00
Worship	700.00
Conference Fees	500.00
Bibles-Education	600.00
StoryTellers	250.00
AfterCare	<u>550.00</u>
Total	<u>11,050.00</u>

Grand Total **112,737.00**

*Our thanks to St. Olaf Lutheran Church, Fort Dodge, for their kind donation of office space valued at \$6,000.00

**The Church of the Damascus Road
Expenses 2003**

Human Resources

Pastor's Base Salary	30,499.92
ELCA Optional Pension Plan**	3,600.00
Thrivent TSA **	3,600.00
Pastor's CE Contribution	300.00
Utilities	4,999.92
Social Security Offset	3,899.04
Housing Allowance	<u>13,200.00</u>
Subtotal-Pastor's Salary	<u>60,098.88</u>
Pastor's Pension & Benefits Pkg.	14,219.55
CoDR CE Contribution	<u>500.00</u>
Total Pastor's Salary	<u>74,818.43</u>

Secretary's Salary	7,814.28
IRS Form 941 (Soc. Sec & Medicare)	724.88
Fed & IA Withholding	<u>937.00</u>
Total	<u>9,476.16</u>

Pulpit Supply	1,105.60
Supply Accompanist	225.00
Mileage	<u>5,082.16</u>
Total	<u>6,412.76</u>

Administrative

Telephone	1,717.39
Printing	905.24
Postal Expense	1,664.94
Office Rent*	0.00
Subscriptions	173.90
Office Supply & Equipment	2,645.40
Copier Maintenance Agreement	2,145.34
Miscellaneous	1,007.60
Annual Meeting	<u>851.42</u>
Total	<u>11,111.23</u>

Mission

PCoA	4,546.10
Newsletter	3,883.56
Printing (Brochures)	0.00
Worship & General Supplies	327.80
Conference Fees	813.67
Bibles & Education	828.80
StoryTellers	119.95
AfterCare	200.67
Miscellaneous	<u>182.59</u>
Total	<u>10,903.14</u>

Grand Total **112,721.72**

**Pastor's contributions to his own retirement plans

CoDR Budget and Needs for 2004 and Contributions for 2003

<u>2004 Budget</u>	<u>Needed Income-2004</u>	<u>2003 Contributions</u>
<u>Human Resources</u>		
Pastor Salary	40,276.00	January 11,968.20
Housing Allowance	13,200.00	February 10,005.81
Utilities	5,000.00	March 3,971.17
Social Security Offset	4,072.00	April 7,167.00
Pension & Benefits	15,512.00	May 5,689.57
Continuing Ed.	<u>500.00</u>	June 4,450.13
Total	78,560.00	July 6,719.08
Office Mgr. Os Salary	9,720.00	August 4,454.42
Soc. Sec & Med.	<u>744.00</u>	September 4,601.41
Total	10,464.00	October 5,481.37
Pulpit Supply	1,300.00	November 8,372.95
Accompanist & Supply	2,600.00	December <u>22,343.34</u>
Mileage	<u>4,800.00</u>	Total 95,224.45
Total	8,700.00	
<u>Administrative</u>		
Telephone	1,650.00	<u>Additional Income</u>
Printing	1,400.00	Rebates 40.00
Postal Expense	1,400.00	Video Sales <u>105.00</u>
Subscriptions	200.00	Total 145.00
Office Sup & Equip	1,800.00	
Copier Mtnc. Agrmt.	1,300.00	2003 Total Income 95,369.45
Annual Meeting	300.00	2003 Expenses <u>112,721.72</u>
Miscellaneous	<u>600.00</u>	2003-Total Deficit -17,352.27
Total	8,650.00	
<u>Mission</u>		
PCoA*	5,950.00	
Newsletter	3,800.00	
Worship & Gen. Sup.	550.00	
Conference Exp.	1,000.00	
Bibles-Education	600.00	
AfterCare	550.00	
Miscellaneous	<u>100.00</u>	
Total	12,550.00	
2004 Budget Subtotal	118,924.00	
Office Rent**	6,000.00	
Grand Total	124,924.00	

As you can see contributions alone have not met our expenses for 2003. We had to transfer a total of \$26,800.00 from our MissionPlus to supplement our in-home and meet the budget.

Allotted funds for the following: Bibles, StoryTellers, AfterCare, Memorials/Honoraria, Continuing Education, Discretionary Fund, IKON***, FDCF & NCCF Offerings & Fundraising Events, totaling \$9,496.45 were transferred from our Regular Share Account when needed to pay for these specific expenses.

Year-End Balances:
Checking: 12,484.94
Reg. Share Acct. 7,630.74
MissionPlus 8,599.28

***Copier Maintenance Agreement funds

*Prison Congregations of America
 **Our thanks to St. Olaf Lutheran Church, Fort Dodge, for their kind donation of office space valued at \$6,000.00

Church Records 1997 to 2003

<u>Baptisms, Renewal of Baptisms & Affirmations</u>			<u>Marriages</u>		
	FDCF	NCCF		FDCF	NCCF
1999 to 2002	44	22	1998 to 2002	9	6
2003	<u>7</u>	<u>6</u>	2003	<u>3</u>	<u>0</u>
	51	28		12	6

1999 to 2002 - 3 Baptism Renewals & 1 Affirmation at FDCF, 1 Affirmation at NCCF
 2003 - 1 Affirmation at FDCF & 1 Affirmation at NCCF

Monthly Contributions (Pledges) 1997-2003

<u>Pledges-Churches*</u>	<u>Pledges-Organizations***</u>	<u>Pledges-Individuals**</u>			
Under \$50	19	Under \$50	1	Under \$50	15
\$50 to \$100	4	\$50 to \$100	0	\$50 to \$100	4
\$100 or more	10	\$100 or more	0	\$100 or more	4
Fallen short	4	Fallen short	0	Fallen short	10
No longer giving	<u>4</u>	No longer giving	<u>0</u>	No longer giving	<u>10</u>
## Total:	41	##Total:	1	##Total:	43

##Of 41 churches pledged, only 37 are giving and 33 are fulfilling their commitment.

##Of 43 individuals pledged, only 33 are giving and 23 are fulfilling their commitment. One of these individuals is a former CoDR member who has pledged 10% of his earnings to CoDR.

Annual Contributions (Gifts) 1997-2003

<u>Gifts-Churches*</u>	<u>Gifts-Organizations*** / **</u>	<u>Gifts-Individuals**</u>			
Under \$100	18	Under \$100	7	Under \$100	155
\$100 to \$500	40	\$100 to \$250	3	\$100 to \$300	31
\$500 to \$1,000	10	\$250 to \$500	1	\$300 to \$500	8
\$1,000 or more	8	\$500 to \$1,000	2	\$500 to \$1,000	3
No longer giving	<u>102</u>	No longer giving	<u>29</u>	No longer giving	<u>235</u>
Total:	178	Total:	42	Total:	432

*Includes Church Women, WELCA, Sunday Schools & Western Iowa Synod

**Includes Memorials & Fundraiser Gifts (The majority of individual gifts are One time only.)

***Includes AAL, Lutheran Brotherhood, Women's Clubs, American Legion Auxiliary, etc.

	<u>1997-2002</u>	<u>2003</u>	<u>Total-'97-'03</u>
All Lutheran chs., org. & WELCA	229,201.30	52,373.62	281,574.92
Methodist churches	9,345.62	2,311.13	11,656.75
Episcopal churches	10,405.75	2,305.00	12,710.75
Presbyterian churches	8,866.03	2,764.80	11,630.83
Other churches	7,475.40	1,689.45	9,164.85
Western Iowa Synod	3,839.06	0.00	3,839.06
Clubs, Secular org., Busn's & Schools	8,450.82	2,195.00	10,645.82
Individuals	<u>109,687.42</u>	<u>31,585.45</u>	<u>141,272.87</u>
Total:	387,271.40	95,224.45	482,495.85

		<u>1997 to 2003</u>			
		<u>No. Pledged - '97-'02 / '03</u>		<u>No. Giving Gifts - '97-'02 / '03##</u>	
Churches	569 647	33	41	168	76
Organizations	49 44	1	1	36	13
Individuals	931 #1,046	28	43	361	197

#Of these, 49 are former CoDR members who have been released and 9 who have been sent to other facilities.

##The figures in this column equals the total of each category (church, etc.) less the number of those no longer giving. e.g., Gifts-Churches—178 churches are listed in our DB as giving gifts. Of those, 102 no longer give, hence 178-102=76. Only 76 churches donate to CoDR — all gifts are donated on an occasional basis.

Church Attendance

Fort Dodge Correctional Facility Fort Dodge, Iowa

Worship services 5/22/98 to 12/26/02

	<u>Inmates</u>	<u>Pastor</u>	<u>Volunteers*</u>	<u>Visitors</u>	<u>Total Attendance</u>
(243)	11,843	243	537	1,602	14,225

Worship Services 1/3/03 to 12/26/03

	<u>Inmates</u>	<u>Pastor</u>	<u>Volunteers*</u>	<u>Visitors</u>	<u>Total Attendance</u>
(52)	3,045	52	171	275	3,544

Total communed in 2003: 3,118 (87% of total attending worship services)

These statistics include many inmates, volunteers and visitors who have repeatedly attended services.

North Central Correctional Facility Rockwell City, Iowa

Worship Services 8/28/97 to 12/27/02

	<u>Inmates</u>	<u>Pastor</u>	<u>Volunteers*</u>	<u>Visitors</u>	<u>Total Attendance</u>
(274)	5,857	274	482	1,785	8,398

Worship Services 1/3/03 to 12/26/03

	<u>Inmates</u>	<u>Pastor</u>	<u>Volunteers*</u>	<u>Visitors</u>	<u>Total Attendance</u>
(51)	1,271	51	224	185	1,731

Total communed in 2003: 1,792 (97% of total attending worship services)

<u>Average Total Attendance/Service</u>		<u>Average Total Attendance/Service</u>	
<u>NCCF</u>		<u>FDCF</u>	
8/27/97 - 12/27/02	180	5/22/98 - 12/26/02	284
1/2/03 - 12/25/03	34	1/1/03 - 12/ 24/03	68

Legend

*Our Volunteers began serving in 1999 after applying for the position and then being trained to be an official volunteer. Upon completion they were issued official badges which allow them to attend a worship service without being on the regular Visitor's List. In 2001 NCCF changed their regulations allowing only ten visitors thus requiring our regular volunteers to be listed on the Visitor's List if they wish to attend a service.

() Number of services each year at each facility

All of the records are incomplete, hence this report does not reflect an accurate attendance for the worship services at each facility throughout the years of our existence.

FDCF CoDR Inside Council Annual Report
Tom Warner, President
2003

Setup, Tear Down and Sound System Assessment for Regular Worship Services

With the time frame allowed by the institution and the system used by the setup crew, the work gets done in an orderly fashion. I would like to see the seriousness in attitudes rise, but for the most part these young men do a fine job. I see them learn to become a team, even in small matters as this shows a maturing of men in the congregation. The setup crew has always had a rotation of participants, but the new members learn from the more mature ones. I take a sense of pleasure in watching these young men mature. It is a work in progress and a blessing from God.

As for the sound system, all equipment and musicians have always supplied church needs. From outside singers coming in to the church choir member's use, I have always been satisfied with the quality of performances and the ability to supply adequate sound.

Prayer Team Assessment

The difficulties a person experiences in here need to be shared with people who care. This comes through friendship and sharing time with others. We build each other up and lighten our burdens through this process. Christ told us this was crucial for Christians. Jesus also said we need to pray to be strong. Jesus showed us the need for prayer by example. Our duty is to lead by His example. We fluctuate on the amount of individuals that participate at the prayer meeting and I would like to see the numbers go up. But all who participate are sincere and want God in their lives. We see that we learn about ourselves by praying for others, by experiencing their pain and suffering. This helps us with our own difficulties. Life struggles are not easy but they become less difficult when shared. So I ask that you please take part in prayer meetings, a blessing to which Christ has always called us.

StoryTeller Program

The scheduling of applicants and receiving back applications in a timely manner is still working well. The number of persons participating is constant so the schedule is always full. The StoryTeller program in this institution is one of the limited ways that fathers can share time with their children. As a father myself, and coordinator of this program, I see it always being a popular outlet for us to express ourselves to our children.

In closing I can only say, "God bless the people that was a church in need and donated an essential part of our ability to share God's word with others." I would also like to thank all who contribute to our needs and worship with us in Christ

Amen.

FDCF Annual Progress Report
Victorio DeLance, Former Secretary*

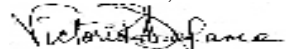
Shalom! I have the pleasure to report that the FDCF is blessed at the present time to have a total of 2,023 books, four-five various different types of Christian magazines, 40-50 video tapes 100+ cassette tapes, and 40 CD's (which can only be listened to inside the chapel). Plus there are three-five newsletters on the shelf — all of which provide good reading. Most of these items came from donors such as Social Services, Prison Fellowship, Merlin Carothers, Tony Evans, T. D. Jakes, Iowa churches and many caring people throughout Iowa. With the inmates having access to this material has given them time for spiritual education, growth, and an outlook in their Christian walk, and the insight of God and his Son, Jesus Christ.

The men here at FDCF have been very faithful in returning books and tapes back on time. God has blessed us from time to time to be able to donate extra copies of books to units A and B. The men who are housed there cannot make it to the chapel or church services because of some type of disciplinary action. By doing this, we show how much we want them to be involved with the church.

At is time I wish to thank all who donated books, tapes, magazines and movie videos to the chapel of CoDR. If at any time you know of a church or individual who would like to donate any of the items listed within this report, please be so kind as to contact Pastor Lang. He will be more than happy to give or send you the information needed on how to send these items.

In closing, I would love to say that being a part of CoDR Inside Church Council here at FDCF has been quite a blessing and an inspiration to me. My love for this ministry is strong. My prayer is that God will continue to bless and enrich The Church of the Damascus Road in the years to come. Look to hear from your brother in Christ from time to time. God bless and keep you all safe and sound in His tender, loving care.

DeColores
In his service,



Victorio R. A. DeLance

*Since preparing this report, Victorio has been released from prison and is currently residing in Davenport. He is one of our very active former CoDR members.

NCCF CoDR Inside Council Annual Report
Marc Leonard, President, Inside Council
2003

During this past year we have experienced the usual comings and goings of many members of our congregation as well as our president, vice president and secretary. Our current president is Marc Leonard and Seth Vredenburg is doing double duty as vice president and secretary. We have six Council members on board which leaves six seats open. I guess we are either half full or half empty, however you would choose to view it.

The Worship Committee has the prayer team that continues to pray each Tuesday before our Bible study begins. Prayer requests are made available on each unit. There is a prayer box to place them in. We pray for each individual request until God answers our prayer. Often times, because the men here are aware of our prayer team, they may not always take the time to fill out a prayer request form but will ask one of us to pray for them or a loved one.

The education committee's goal in 2003 was to update the library on our book cart with books that would contain not only good Christian reading but also study help material for those who want to do more in-depth studies. Our cart runneth over, as we have been blessed with the donations of many books for our library. Pastor Lang has conceived a plan and blueprints for a smaller cart to hold our worship service necessities. This would allow space for other materials.

We also had a ten week marriage class called "Growing Together" that was held on Tuesday before our Bible study. The group would view a portion of the video, go over the discussion questions, and then have a writing assignment for the next week. We may do this class again in the future plus we are looking into some books by Dr. Edwin Louis Cole on how manhood and Christlikeness are synonymous.

The Stewardship Committee has done a good job with our offerings. We met and selected two organizations to receive our offerings. They included Prison Congregations of America, Western Iowa Synod ELCA, and the family of Chad Halterman. The Halterman's experienced a fire in their home and lost their son as well as some property. We are currently looking into other organizations with which to share our offerings as our balance has grown to slightly over \$500.00. We did a good job in soliciting pledges for our annual CROP Walk. The walkers may have been few, but the donations were generous.

As for the Evangelism committee we really miss our chairperson, Willie Curry, who evangelized to everyone everywhere. We always look for new arrivals to invite to our service. We post the date, sermon theme and text as well as the time and place we are meeting on each unit. I feel we did a good job in recruiting for the last two Brothers in Blue Via de Cristo weekends that resulted in a good turnout for each weekend. Hopefully we are all evangelizing in the best way possible, that is, we are continuing to grow in Christ, striving to be more like Him each day and that others see this in us not only at church, but more importantly when we are away from church. Our actions will always speak louder than our words.

Our StoryTellers program continues to be a success, thanks to Pastor Lang and the outside volunteers that come in to make this very good program available to those dads who want to spend time with their children by recording a book or two that they read and then mail to their children

We are looking forward to the new year, praying that God will continue to work here and raise up Spirit-filled, Godly men who will want to serve Him and His body as Inside Council members.

We are thankful to the Outside Council members and those churches and individuals who continue to support us so we have the opportunity to worship and serve God.

God Bless.

The Church of the Damascus Road Inmate Offerings FDCF and NCCF

FDCF Donations

Jan. 28, 2003 — The following donations have been made on behalf of the FDCF congregation:

Western Iowa Synod	\$75.00
Prison Congregations of America	75.00
Domestic/Sexual Assault Outreach Center	60.00
Children International (Six month support payment)	90.00
Make-A-Wish Foundation	48.00
Shriners Childrens Hospital	48.00
Lutheran Board for Mission Support, Inc.-Russian Seminary	48.00
Fort Dodge Connection	48.00
Mercy Home for Boys and Girls	48.00
RBC Ministries	<u>60.00</u>
Total:	\$600.00

July 24, 2003 — The following donations have been made on behalf of the FDCF congregation:

Western Iowa Synod	\$100.00
Prison Congregations of America	100.00
Children International (Six month support payment)	90.00
Children International (Stefani's birthday gift)	40.00
RBC Ministries	80.00
Domestic/Sexual Assault Outreach Center	50.00
Make-A-Wish Foundation	50.00
LENS Foundation - Russian Seminary	50.00
Mercy Home for Boys and Girls	40.00
American Cancer Society	50.00
Upper Des Moines Opportunity, Inc. Fort Dodge Connection	50.00
American Diabetes Association	<u>50.00</u>
Total:	\$750.00

Dec. 3, 2003 — The following donations have been made on behalf of the FDCF congregation:

Western Iowa Synod	\$62.50
Prison Congregations of America	62.50
Domestic/Sexual Assault Outreach Center	50.00
Children International (Six month support payment)	90.00
Children International (Stefani's Christmas present)	40.00
RBC Ministries	50.00
American Cancer Society	40.00
American Spina Bifida Association of Iowa	35.00
Iowa Chapter of Cystic Fibrosis	35.00
Easter Seals Camp Sunnyside	35.00
Church World Service (CROP Walk)	<u>16.00</u>
Total:	\$516.00

Total Giving - 2003 **\$1,866.00**

NCCF Donations List

Dec. 31, 2003 — The following donations have been made on behalf of the NCCF congregation:

Prison Congregations of America	\$ 33.33
Western Iowa Synod-ELCA	33.33
The family of Chad Halterman	200.00
Church World Service (CROP Walk)	<u>75.00</u>
Total:	\$341.66

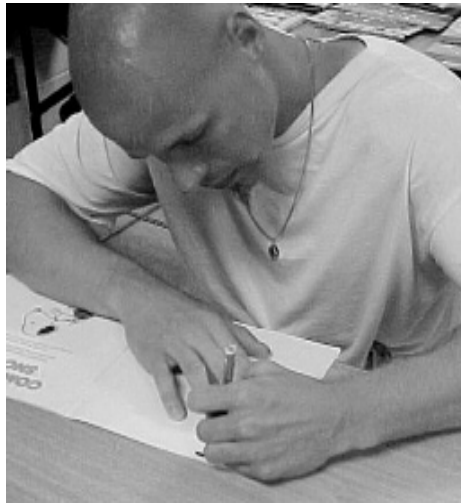
Total Giving - 2003 **\$341.66**

Total Giving for CoDR Inmate Offerings: **\$2,207.66**

Story



1. Volunteer "engineers" set up recorders before fathers arrive.

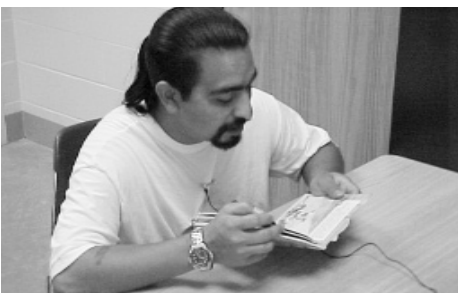


4. A brief message may be written in the front of the book.

Story



2. Fathers select books to read to their children. Books, cassettes and envelopes are donated by outside congregations and individuals.



3. The father reads the book, recording it on cassette tape. A brief greeting may be given at the beginning and the end of the recording.

To sign up for Story Tellers, contact Pastor Lang or Tom Warner at FDCF or Misty Sweet at

Tellers



5. A store order is filled out, except for the amount of postage, and signed.



6. The envelope is addressed to the child or in care of parent of guardian.



7. Book, tape and store order are stuffed in envelope and taken to mailroom.

North Central AfterCare
Judy Gronbach

North Central AfterCare is a group of concerned Christians in the Humboldt area that have formed a ministry to help those persons released from prison and to assist in their transition back into society. We recently changed our name to include more of the surrounding area and are in the process of becoming incorporated and have a nonprofit organization status.

We have grown from a few members to over a dozen and have recently purchased a home to serve as a transition house. We have held some fund-raisers and have another scheduled for March 7th at Our Saviour's Lutheran Church. Several members are available to speak to groups and they have been able to gather many donations from these talks.

We hope to begin a newsletter soon and are in the process of putting committees together for specific needs for inmates being released from prison. Anyone who would like to assist in anyway is encouraged to contact a member. Our officers for the present year include: Al Schmidtke (515-332-1289), Jim Fevold (515-332-3386) Judy Gronbach (515-332-1076) and Sheri Peterson (515-332-1472).

Thanks to our gracious Father for blessing this ministry.

