

**Faith Evangelical Lutheran Church**  
**Waconia, Minnesota**  
Church Council Meeting Minutes  
Tuesday January 19, 2010

*Mission: To learn, serve and share the Gospel by growing in our relationship with Jesus Christ, one another and those beyond our walls.*

*Vision: We will fulfill our mission through:*

- *Unyielding faith in Jesus Christ*
- *Strong ministries that engage our members*
- *Active participation in our church and greater community*

**Call to Order - John Roebke, Council President**

The January 24, 2010 Congregational Meeting was called to order by President John Roebke at the end of the 9:30 worship service. Faith members moved to the Fellowship Hall in the South building where the meeting reconvened.

Pastor Dale welcomed all members and lead all present in a prayer. He then recited our Mission and Vision statements. After a count of members present, it was determined we had met our quorum required to vote and approve the prior Congregational Meeting minutes and the Proposed Operating Budget for 2010.

**Pastor Dale's Report:**

Hoping for a great year of Mission! Our Business at Faith Lutheran church is sharing God's Mission in the world. I am excited for each of us throughout the coming year. People desperately need us and need our mission. It is exciting for us to get the business done at hand and move on to our Mission in 2010 which is going to be great!

**Approval of Minutes - Congregational Meeting November 22, 2009**

The minutes from the Congregational Meeting held November 22, 2009 have been posted on the Faith Lutheran website for all members to view. In an effort to reduce expenses, a paper copy was not printed for this meeting. A motion was made by Keith Sjodin to approve the minutes of the Congregational Meeting held Nov. 22, 2009. Genie Dueber - 2<sup>nd</sup>. All approved. Motion carried.

We also do not have a paper agenda. We are going paperless for this meeting and are presenting information via Power Point Presentation. We will look into further areas that Faith Lutheran can go paperless to save money in 2010.

**Update on Youth Director – Mike Haugsby, Council Vice President**

Thanks for attending today's meeting.

I'd like to call out big "Thank You!" to our staff for the past year, which has been very challenging. All staff members are very committed and have passion for this church. They have done a wonderful job. Please take the time to thank our staff – they put in more hours than they get paid because they believe in Faith Lutheran church.

Update on Youth Director - last November we thought we were hiring a candidate for Youth Director. As is typical, God works in mysterious ways. That candidate accepted a position with another church. We have interviewed a couple more candidates and have agreed to offer the position to another candidate. Until we approve the budget, which includes her salary, we cannot move forward on sealing the offer. The background on this candidate is Lutheran, Lutheran, dyed in the wool Lutheran. She is very experienced. Pending the approval of the proposed budget, Pastor Dale will follow up with the offer to this candidate to finalize the deal.

### **Associate Pastor Update - Gary Bass, Call Committee Representative**

I am honored to be an appointed member of call committee. Thank you.

The Call Committee submitted Faith's Ministry Site Profile to the Synod prior to Christmas. The material contained in the profile is used by the Bishop and Synod staff to provide suitable candidates to Faith Lutheran. Pat Hanson, the Bishop's assistant, has confirmed that they are reviewing many inquiries for our position of Associate Pastor. This is encouraging. The Call Committee is confident that candidates will be presented to Faith this week of January 24, 2010. They will then be considered and interviewed during Feb by Pastor Dale and the Call Committee and we will move on from there. The Time Line is that we hope by the end of February that we will have some good candidates cornered. Gary concluded his report in prayer with the members.

### **Proposed Budget - Chuck Dueber, Council Treasurer**

Thank you to everyone. This has been a very interesting process and a growing process for the Council Executive Committee, Finance Committee, and your Church Council. We focused on our values as we began to evaluate our process of determining a balanced and proposed budget.

This is good news is that the Building Fund is doing great. Thank you to many people who have contributed to our Building Fund. We have received enough to consider a paydown on this mortgage of up to \$90,000.00.

General Operating Fund – review of 2009. The checkbook balance of the General Operating Fund has been in the “black” at year end for the past three years. The actual receipts for 2009 will be 630,552. The trend for 2008 and 2009 is that we have spent less than we have budgeted for each year.

Review of Benevolence: Faith gave \$42, 000 (6.8%) over and above our goal of 5% to our Mpls Synod in 2009. This is very good. If we add in our giving towards Social Outreach services, the total Benevolence is 9.83% which is almost a tithe of 10%.

The Finance Committee has done a very fine job – we are a conservative bunch. The Committee recommended a budget of \$610,540 which included a 15% Leap of Faith. After meeting, we received \$15,000 - \$20,000 more in pledges. Pastor Dale also contacted numerous families who pledged in 2009 but have not yet pledged for 2010. We added another 4% to the Leap of Faith based on non pledged giving.

We want to keep our rainy day fund intact. We will use these funds temporarily in 2010 to help our church operations throughout the year. We have borrowed from the building fund in past years and have always paid it back. Last year we borrowed up to \$90,000, which we paid back in total!! We have permission from one of our large Building Fund donors, to be able to use some building fund dollars for operating expenses if needed, provided we pay this back within the year.

The Proposed General Operating Budget for 2010 is \$669,598.39. We have received pledges of \$512,000. The total projected offerings are \$631,848.00, while total projected receipts are \$669,598.00.

Question - why has Personnel gone down? The Associate Pastor will be here only 9 months in 2010. Curtis Kettler will only be with Faith thru May of this year. The current staff members are not taking pay cuts.

Question - Is anyone getting a pay increase?

Answer - Some will get slight increases and some will stay flat. Specific answers to this question will stay within the Executive Committee. Not even the full council members know Staff salaries. This follows our Bylaws.

The expenses for 2010 are projected to be less than last years budget and some of last year's actual expenses. Youth expenses are down substantially because there will not be a trip to the National Youth Convention this year.

Question: Are the Sr. High Youth not going anywhere this year?

Answer - No large trip is planned. If a trip is planned and students choose to go, they will have to fund the trip themselves. We have set aside some money in the budget for scholarships to those kids whose families may not be able to afford to pay the fee themselves.

Question - Where does the Rainy Day fund come from?

Answer - The Rainy Day fund has existed for 3 years. One year we had a great year, so we set funds aside for a Rainy Day Fund to be used in future years. We chose to not figure this amount into our budget and have it available as a temporary loan resource.

Question - Are we saying we will use the Rainy Day Fund money this year?

Answer - Giving is not consistent month to month. No one wants this more than council. There is seasonal giving. As we hit a downfall in giving, our revenues go below our expense need so we may need to pull from the Rainy Day fund. We have been able to always pay this money back at the end of the year. We no longer want to borrow from the Building Fund. People give to the Building Fund and we want this money to stay in the Building Fund.

Question - I am confused on Youth expenses. Why the discrepancy in Youth fund?

Answer - In 2009, we collected approximately \$28,000 in Youth receipts. The church contributed another \$10,000 for kids to go on the National Youth Convention trip. This is reflected in income and also reflected as an expense. They are reflected as a "pass through". We

do not have this factored in our 2010 budget. In the future we are working to get these “pass throughs” out of our budget so that our information is more clear. We hope to complete this change in our accounting system this year.

Question - So are you saying we are giving \$3,500 to youth for scholarships?

Answer - Yes. For budget purposes – there will be \$3500 coming out of budget for youth trips.

Comment on Youth – if you do something for youth for one year you have to do it the next years. If we let it go – it doesn't sit well.

Questions - Are we still doing anything for Pastor Jason?

Answer - Final payment was made in 2009.

Question - There is an unprecedented Leap of Faith amount this year in a period of economic uncertainty. If giving doesn't match, what is our plan going forward?

Answer - There may be some staff cut backs in hours or layoffs.

Comments - We are looking at filling 2 open positions. We all want to be sure we have the staff necessary to fulfill our mission. Two weeks ago, John Roebke and Marcia Willmsen of Council, had lunch with staff. Staff expressed what is not getting done. Our pledges reflect what is not getting done. What is not getting done at Faith is due to peoples commitment to what they will help with at Faith. Pastor Dale called members who have not pledged for 2010 and they said ‘Yes I'm going to give but there is too much financial uncertainty in our future.’ Rather than pledging half of what they pledged in 2009, they chose to not pledge. But they will continue to give. The income side of our budget is similar to our budget in 2009. If we continue as we did in 2009 we will be fine. We are proposing a budget of \$669,598.39 which is substantially less than what our members approved in 2009.

Pastor Dale - We hope that bringing needed staff in will help to run programs. This should precipitate more giving. 2009 was the worst economy in decades. We also had some other challenges in our congregation which we will not have this year. These major challenges could have affected giving but we still ended the year in black. We need all our staff to do our mission. To cut staff could hurt. To stay fully staffed will continue our mission, bring excitement and hopefully increase giving. This is a do-able budget with back up of the Rainy Day Fund of \$62,000. The Executive Committee and Council feel confident this is possible and do-able in 2010.

Motion – Mike Haugsby made the motion to approve the recommended General Operating Budget of \$669,598.39. Russ Heagle - 2<sup>nd</sup>.

The vote for approval of the budget was done by paper ballots. The majority vote was for approval of the proposed budget. Motion carried.

### **Closing - John Roebke - Council President**

Thank you to the staff in supporting our effort to go paperless as much as possible at Faith Lutheran. In light of this, we are looking for someone who has technological skills to help us to provide our monthly newsletter via e-mail. The help needed will be short term. This is a volunteer opportunity. If you are able to provide help for this effort, please contact Susie Watts

our Volunteer Coordinator.

In May we will have 5 positions open in council. We will be asking you to help us. Please help us find people to help serve on council.

Money is not just the job of the Treasurer or Executive Committee – the operation of this church is ALL of our responsibility. Please share with our other members what is and isn't getting done here at Faith. THANKS to Chuck Dueber for working on the budget. Dueber volunteers a lot in various organizations, not just at Faith. Thanks for all you do!

The meeting adjourned at 11:25. We closed our meeting by saying together the Lord's Prayer.