

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 called the meeting to order at 6:30 pm.

Council Members	Present	Absent
John Roebke, President	X	
Mike Haugsby, Vice President	X	
Chuck Dueber, Treasurer	X	
Marcia Willmsen, Secretary	X	
Dan Pannier, Life, Growth, Mission	X	
Tom Kurtz, Building & Maintenance	X	
Cindy Roelofs, Faith Formation	X	
Keith Sjodin, Stewardship	X	
Brian Everett, Worship & Music	X	
Chuck Stevenson, Social Outreach		X
Ann Marie Powers, Youth Representative		X
Austin Stole, Youth Representative		X
Whitney Vacek, Youth Representative		X
Dale Peterson – Sr. Pastor	X	

Devotions were led by Tom Kurtz.

Guest - Susie Watts - Volunteer Coordinator

For our Lenten Soup Suppers this year, Saints Food Service from Mpls will provide the soup rather than ministry group or members preparing the soup. This decision was based upon the flu and H1N1 health concerns that have arisen this year. There will be a cost of \$3 per person with a family rate to be determined. Other food items such as crackers, etc will be purchased by Faith. Desserts will again be provided by our members.

Susie has assigned each ministry serve one night during Lent. All members will help serve and one member will be at the table to collect money rather than putting out a basket. Confirmation Groups will continue to help Ministries serve at each Lenten supper, except for 2 of the Wednesdays when there is Guide Training only.

Treasurer's report: - Chuck Dueber

We received \$90,000 of revenue in December so we were able to finish the year in the black. The year end checkbook balance was \$12,609 as of December 31, 2009. The Building Fund is also doing very well at \$168,306. The most critical item is that we were able to repay all money borrowed from the Building Fund by transferring money back over from the General Fund. We also had an additional \$17,000 of pledges received in December bringing the total pledged dollars to \$511,701.00.

Budget:

In Nov we asked for estimated budget contributions from all ministries and brought the information back to council at the November meeting. We proposed a budget but our pledged revenues fell short by \$120,000. Note: Last year we asked the congregation to approve a budget of \$710,000. This year we initially we came up with a budget total of \$698,550.

The Executive committee has been working on the budget for a few weeks. Initially we thought we'd have to cut staff by either reducing hours or pay and we made great progress in realizing that we could accomplish our budget goal and still retain our staff at current levels. Pastor Dale feels very strongly that any cuts would negatively impact our Mission Stmt and our Long Range Plan. Our church is still growing and will hopefully add families with more pledging capability. We still have the rainy day fund of \$62,000 that we have to fall back on which is not included into our budget calculations. We also discussed asking Campaign donors if we could borrow building fund dollars that we can use it if needed and pay it back within the year. This would eliminate the need to take out a Line of Credit.

The Executive Committee is hopeful and optimistic that we will bring in revenues equal to the actual dollars we received in 2009. We reviewed the details of each Ministry budget and discovered some areas we felt we could adjust expenses.

The areas are as follows:

Administration - The suggestion was to reduce or eliminate paper form of Monthly Newsletter. This is a reduction of \$3000 – there will be some people who will need paper copies but we hope to send most via e-mail to all members. Postage also was reduced due to mailing of monthly newsletter. If we don't go with the web option we could do a newsletter every other month.

Life Growth - slight reductions in some areas - Stephen Ministers – will only send one person to Stephens Ministry training rather than 2 people which was requested.

Property – The roof repair for the South Building will come from the Forward in Faith Capital Campaign (prior campaign where we said we would designate some money for repairs on the South building).

John Roebke made the motion to approve the payment for roof repair from Forward in Faith Capital Campaign (prior campaign). Cindy Roelofs - 2nd. All approved. Motion carried.

Social Outreach- benevolence is under this ministry. Benevolence to Synod would be 5% of our anticipated income of \$655000.00. We will pledge \$2500 to Public Safety Ministry – Dan Carlson’s Total benevolence will be 6%. Even though our “mission envelopes” have indicated items such as Food Shelf, etc – this will be up and above what is budgeted for this item. Mission money received in weekly envelopes does not go into the general operating budget. This money should go directly to the mission designated on the envelope. This will be clarified with Mike.

Worship & Music - we looked at actual money spent in 2008 and 2009 and based our projected budget numbers on actual spent.

Youth - we kept some money budgeted for scholarships for youth who would like to go on Youth trips but who’s family may not be able to afford the cost.

After much review of our detailed budget information we settled on a Budget of \$655,373.11. Why did we reach 20% leap of faith? There are a significant number of families that pledged 2009 but have not pledged for 2010. Pastor Dale has called each of these families. Most families said that they didn’t feel comfortable pledging due to economic changes in their family situations, but they hope to contribute to Faith as they have in the past.

One of our goals for the general operating budget is to remove the “washes or pass throughs” that are within the budget. We want to continue to improve our accounting processes and how we report the information.

Discussion:

Question: will there be any staff morale ramifications with our proposed budget and flat salaries? Pastor Dale said the Staff had a meeting today and discussed upcoming budget. Morale will improve once staffing positions are filled. What wears on church staff is not the amount of work to get done but more so what doesn’t get done. Most companies are experiencing no raises and/or staff reductions so this isn’t unusual.

Question: Are we communicating to staff that we are trying to figure things out so that we can give raises next year? Should we be doing more to be sure we raise revenues so we can take care of our staff financially? At the end of the year if we have received more money than expected – can we give recognition bonuses at the end of the year?

Pastor Dale said the most important things we can do for our staff is to show non-monetary appreciation gift, Staff Luncheons, Staff Appreciation Sunday, “Thank You’s for all you do.”

Based upon our giving last year – which was actually \$692,000, we feel comfortable with the revenues that we have projected we will receive in 2010. We feel confident that even after a very tough year in a few ways, our giving in 2009 was still at \$692,000. We’ve weathered the hard times very well and feel that the families who were not comfortable pledging will still continue to give equal to what they did in 2009.

Chuck Dueber made the motion to approve the proposed budget of \$655,373.11 with Chuck and John reviewing their numbers to resolve a slight numerical discrepancy within their figures. Mike Haugsby - 2nd. All approved. Motion carried.

NOTE: The numerical discrepancy between Chuck Dueber and John Roebke's numbers was resolved by Friday January 22, 2010, with the final projected budget totaling \$669,583.06. This new budget total was approved by all council members via e-mail prior to the Congregational Meeting held January 24, 2010.

Keith Sjodin made the motion to approve the Treasurer's report. John Roebke - 2nd. All approved. Motion carried.

Pastors report - Pastor Dale:

Thanks to the Executive council for budget work. It has been a lot of time spent.

The theme for Lent this year will be "40 days of Lent 40 Years of Faith". Pastor Dale will be asking people from each decade to write for a devotional booklet. Each week we will reflect on a different decade in devotions and as a speaker at Wednesday services.

March 27th – will be Faiths Fabulous 40s variety Show. We are lining up talent and will have a great night of fun.

Call Process – Pat Hanson from the Synod has names ready for Faith. She has shared some of the names. Pastor Dale knows 3 of the candidates. He is very excited about the possible candidates. There will be another 8 or 9 Dale hasn't met. Dale will meet with the Bishop on Monday or Tuesday to discuss and then he will talk to Scott Stole.

We are at a point where we are working out a formal offer to a Youth Minister.

Mike Haugsby made the motion to approve an offer to hire Mary Toufar as Youth & Family Director with a start date of March 1, 2010 and to make the same offer to Mary as was made to the first candidate – which is included in the proposed budget. Cindy Roelefs - 2nd. All Approved. Motion carried.

Miscellaneous Items:

Ministry Moment – we should get back on track in providing a Ministry Moment and newsletter article.

Action Item: Worship & Music Ministry is on for March.

Accounting Policy – tabled to February meeting.

Simply Giving - we currently use Vanco Services to administer our Simply Giving program. As of Jan 1, 2010, they we charge 20 centers per transaction. They also stopped the data entry related to setting up new enrollments and maintaining existing enrollments. 81 families currently use Simply Giving. The solution to accommodate our Simply Giving members is to have Faith Staff set up and maintain their Simply Giving Accounts or each member can administer there account themselves. Faith Staff will provide help if needed.

Mike Haugsby made the motion to approve the recommendation of Faith Staff administering the set up of Simply Giving Accounts or each member to administer their own account. Brian Everett - 2nd. All approved. Motion carried.

Mike Christopherson will communicate with families who are enrolled in Simply Giving to help them make the transition.

Finance Committee recommends a 6 month mortgage balance in the building fund, ignoring the need for borrowing Building dollars, we could pay down mortgage up to \$90,000.00.

Chuck Dueber made the motion to accept this recommendation. Mike Haugsby - 2nd. All approved. Motion carried.

Devotions for next meeting: Feb 16th – Mike Haugsby

April staff lunch for week of 12th – Mike Haugsby and Chuck Dueber will host. Tuesday April 13th. All Council members encouraged to attend.

Meeting adjourned.