

Faith Evangelical Lutheran Church
Waconia, Minnesota
Church Council Meeting Minutes
Tuesday, April 21, 2009

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

Dawn Genz called the meeting to order at 6:35 p.m.

Council Members	Present	Absent
Dawn Genz, President	X	
Brian Everett, Vice President	X	
Cindy Schmieg, Cindy Schmieg	X	
Brian Ebent, Treasurer	X	
Dan Pannier, Life, Growth, Mission		X
Tom Kurtz, Building & Maintenance	X	
Marcia Willmsen, Faith Formation	X	
Keith Sjodin, Worship & Music	X	
Mike Haugsby, Stewardship	X	
Chuck Stevenson, Social Outreach		X
Ann Marie Powers, Youth Representative		X
Austin Stole, Youth Representative		X
Jason Okryznski - Assoc. Pastor	X	
Dale Peterson - Sr. Pastor	X	

Brian Everett led devotions.

MISSION/VISION reading

Building Facility Assessment & Recommendation Task Force Update - Galen Tongen and Jack Shaw joined council to review status of the Task Force. Galen explained

that they were here to get feedback from Council. Looking 5 to 10 yrs out, options looking at include:

- South Bldg: Galen reviewed information on the building. IN the past, there were issues with heating and water leakage. These issues have been resolved with past improvements. After the Task Force inspected the building and reviewed information from the Building & Maintenance Ministry, the Task Force deemed that the South Building is in an okay condition and that it should be saved and used. It has value and can be remodeled and retrofitted. It would be advantageous for our congregation to save the building versus removing it and rebuilding.
 - Galen shared cost estimates that were developed within the Task Force. (See Attachment) The numbers will be reviewed again before they go to the congregation. The Fellowship Addition numbers were based on plans from the last building. The estimates include a contingency factor. These estimates are based on a "design/build" vendor doing the work NOT a high-test architect and construction company. Jack explained the estimate being liberal and allowed for gutting the building and remodeling, putting a new pitched roof where flat roof exists, new windows, sprinkler system, rated doors, and more.
- North Bldg-MCL plan (original plan from when No Building developed). This includes an addition of a fellowship area, kitchen and office space.
- Link addition: The vision includes linking the two building. If we were to build a link to South Building, that building would have to brought up to code.
- Other options reviewed by the task force include:
 - Expanding existing property: making it larger than four acres. Jack reviewed that after reworking the South Building, adding the Fellowship Hall and linking the two this property would be maxed for building and parking. If we acquire additional properties to the West of FELC it would create a nice campus. It may be an alternative to relocating to a new site at some time in the future. Jack had asked the City (John Hilgers) if this was reasonable. The response was that it might be a viable option.
 - Relocating functions to second off-site location
 - Relocating FELC entire campus
 - FELC East and FELC West
 - Mission Church started by Synod
 - Task Force has researched information on worship attendance (they support the recommendation showing that only three times in the past three years have we exceeded the 500 capacity of the sanctuary. The highest attended services range between 220 and 300 worshippers. We

- do not see us outgrowing our space for Worship or Sunday School for many years. At that point we could develop alternative approaches such as adding another service.
- Task Force has gathered information from Ministries to consider in their recommendation and will compile for review.

This gives us a pretty solid picture of the future for us to use in the Capital Campaign. With our \$1.9 million debt, we felt it was too soon to recommend building. We need to reduce our debt. The current campaign is to reduce debt. The building project is aimed at action after we have reduced debt.

Council and Task Force reviewed the list of current maintenance items for the South Building. Many are offset by the building plan. A request was made to identify maintenance that needed to be complete. The Task Force will update the list. The only thing we really need to do the building will have to do with the flat roof if we are going to move into a building plan.

Question asked if we could build the additions and remodel in stages. Galen responded that it would be dysfunctional to do so, but it is possible. The South Building could be done first if it came to a need. Galen and Jack feel there would be economies to do all at once. The estimates we have are for each project individually. The estimates do not include an architect fee, but does include enough for a design/build vendor.

Discussed the space and functional capability we would gain in the South Building with the plan. There are no details, but we would gain space with the kitchen, offices, work room and fellowship hall moving to the Fellowship addition. The building is now dysfunctional and with a better plan would allow more activities.

The Task Force was asked to estimate how long it would be until we had to make additional changes due to growth if we build and remodel per the Task Force recommendation. Discussion on parking and conditional use permit followed.

Council felt better words to use than "recommendation" would be "This is a vision of the future if we can reduce our debt. This ties directly into our long range plan."

Action Item: Task Force will bring "vision" to Council on May 12 meeting. If Task Force has documents ready prior to May 12, asked to email to Council.

Council feels the Task Force is on the right track. They want more information on the timeline, maintenance of South Building and justification why we need to proceed.

Reports

Personnel Update: Brian Everett reported they have been working on goal setting with staff. Plan is within next four to six weeks to have met with each staff member to complete goals and measurements. Also have developed evaluation process and revisited job descriptions for each staff members.

Pastors' Report (Pastors Dale & Pastor Jason)

- The new member class is another giant: 22 families
- Lots of pastoral care (jobs, illness and family issues). People are bringing more to Pastors than before. Lots of weddings this summer. Calls coming to Pastor Dale, Pastor Jason and the Prayer Chain. This is a sign of a church's good health and sharing, people have trust to bring their life issues and hurts to FELC. FELC is a place where people don't have to act like everything is fine. Stephen Ministers and Visitation team are doing a great job. Pastor Dale policy is "If we know, we go. We make time." It's manageable.
- 1,434 total worshippers on Easter. (320 at 8; 740 at 9:30, 350 at 11)
- New Lutheran Bible is too thick to fit in the pew racks.
- In June will do a BYOB (Bring your own Bible) 4 chapters in four weeks.
- Worship & Music and Stewardship, Faith Formation and LGM are all working the Long Range Plan.
- Partial Grant received from Youth & Family Institute in Bloomington due to our Triple A Adult program. Grant is for training in the program. When we commit and set dates, an announcement will go out. The grant pays 70% of classes. Must invite two other churches into training and they pay for their participation.
- This Sunday is volunteer recognition Sunday. Susie will give mission moment. Thanks to Susie!
- Colleen Albani is resigning as bell choir director. Pastor Dale will lead process of posting job and interviewing candidates.
- Employment support group led by Dan Carlson is getting five or so people each week.
- **ACTION ITEM: May 16 is Long Range Plan service day. Want Council members to share the word with everyone in any way possible. 9:00 meet for bible study at FELC. At 10 everyone goes out to do a service project, all items and training needed will be provided. Service ends by 3. We will have a picnic at park following. Pastor Jason will email everyone a paragraph to share.**

Youth Representative - Report

Pastor Dale mentioned they would like to have three Youth Advisors to Council in the future. The representatives would include one freshman in each year and the individuals would rotate in. This would be a 3-year commitment. **ACTION ITEM: Pastor Dale will ask Ann Marie and Austin if they would like to stay on as Youth Representatives to Council.**

Approvals

MOTION: FELC Council approve new members listed below. Brian Ebent. Brian Everett second. Approved unanimously.

Pat & Jayne Butler, Michael & Matthew
Jason & Shanna Fink, Courtney & Tyson
John & Audrey Fox, Nelson & Clayton
Michael & Nyssa Friederichs, Emmet
Jared & Sue Graupmann, Alison and Megan
Jeremy & Kandyce Gross, Kyler & Kendyl
Tom & Stephanie Grotbo, Jordyn and Nicholas
Chris & Penny Junget, Kelsey & Aimee
Aaron & Juleen Kluver, Isaac & Samuel
Dean & Donna Krogman, Katie & Kourtney
David & Heidi Puhl, Charlie & Carson
Brian & April Rothstein, Abigail, Charles & Elijah
Dave Lutz & Sheila Ruff, Cody & Cameron Ruff
Ben & Nicole Sipe
Helen Sweezo
Scott & Stephanie Wambeke, Quinn, Drake, & Zoe
Corey & Nikki Wedge, Coleden & Chasey
Craig & Ginger Zieman, Grant

Council Minutes of March 17, 2009 approved by majority vote via email.

Cemetery Committee has submitted revised Rule & Regulations for Council to approve. **MOTION TO ADOPT the revised Rules and Regulations of Cemetery of Waconia Faith Evangelical Lutheran Church as submitted by the Cemetery Committee. Keith Sjodin. Marcia Willemsen seconded. Approved Unanimously.**

Congregational Meeting - May 31, 10:45a.m. following the senior high school recognition. The planned agenda is to approve the past two congregational meeting minutes, vote on new council members, thank outgoing council, Long Range Plan, Facilities Assessment & Recommendation Task Force vision, and a Capital Campaign update.

**Financial Report: Brian Ebent
As of March 31, 2009,**

	End 2008	Jan	February	March
General Fund Checkbook	\$25,932	\$21,776	\$18,828	\$26,960
Building Fund	\$110,231	\$102,424	\$90,502	\$77,957*
Thrivent Money Market	\$62,314	\$62,314	\$62,314	\$62,452
Thrivent Outstanding Mortgage	\$1,961,390	\$1,952,187	\$1,946,119	\$1,936,854

*Had to pay Capital Campaign from this account.

Only area of concern is that we have 259 family units pledged. 109 have not met 2009 pledge. That is 49%. This could be off by as little as \$5 or more. We can't tell from reports. Total difference is \$15,000. Seventy three families have given more than their pledge. Our realized Leap of Faith is 16.4% to date.

Finance Committee: Met two weeks ago. They made a decision to communicate financials to the congregation with monthly revenue, expenses this year vs. last year. Once month they will include have a financial fact such as electric bill or something else. Quarterly updates to families that have pledged will continue. The committee will look at mortgage next meeting.

- Next Meeting - May 12, 2009 @ 6:30pm
- Closing - The Lord's Prayer

MOTION to adjourn Pastor Dale. Second Cindy Schmieg.

The meeting adjourned at 9:25 p.m.