

**Faith Evangelical Lutheran Church
Waconia, Minnesota
Congregational Meeting Minutes
Sunday November 22, 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

John Roebke, President, called the meeting to order at 10:25 a.m. at the end of the 9:30 church service. Congregation was dismissed. Members reconvened at 10:38 in the Fellowship Hall to begin the Congregational meeting.

Opening Prayer was led by Pastor Dale.

Approval of Minutes from July 23, 2009 – 1st by Floyd Lovelett and 2nd by Keith Sjodin. All approved.

Mission Statement was read.

Council President's report – John Roebke

How did your summer end? At Faith we had people stepping forward serving faith in ways we never envisioned. We had an unexpected surge in attendance. Pastor Dale has led the flock forward and upward in Faith's mission. We celebrated Confirmation and have added new voting members. Faith's year is ending solid. How will our year end? Added attendance, added contributions? A surge of pledges are being received! If each giving unit could add an additional \$12 per week to your pledge we could meet our predicted operating budget needs. Youth Education is important to us. Not just through words and dollars but by service – lending a hand where needed. Ask yourself "Could I help?" Will your fall end with a surge in learning, serving and sharing the gospel? Yes it will!

Pastor Dale – Staff report

Thanks to all here at Faith!! I am thankful for a loving family to support me and share with me. Thanks to staff and council. This year Kallie Stroh, Youth and Family Director, resigned and left Faith at the end of June. Pastor Jason left the end of August. It has been a difficult fall. Losses at many levels and many ways, especially Pastor Jason's leaving. We think of him often. There is loss in many ways. With a big chunk of 2 major positions gone –we've had to make up for their work. Sue Megrund jumped right in to keep Youth programs going. Elizabeth Roebke with her gifts of preaching, pastoral care, etc, has been much appreciated here as she moves on to Billings Mt. Other staff have jumped in to help by working hard, working long and have pitched in together

to do extra to cover these 2 positions that are empty. Pray together and have bible study together each week. Great staff – looking forward ahead

Thanks to Dawn Genz our past Council President and our new Council Executive Committee who have had to step up, lead and make tough decisions. Volunteers have been phenomenal since August. Thanks to all!! This group is most invested, most prayerful, most dedicated. Thank you for your continued support.

Our current Staff members have great attitudes and continue to serve and pray for God's strength and patience. If the budget would allow, we would welcome more staff.

Thanks to Dan Carlson who has been a friend since high school. Dan finishing his work here at Faith at the end of December and will be starting a new Synod ministry called the Public Safety Ministry. Dan's gifts are great and we wish him well. His passion lies well within his Public Safety Ministry where the focus of ministry is directed to our Public Safety Chiefs. Dan has been doing much good work.

Thanks to everyone for your support, your care and your love.

Mike Haugsby – VP Council and Personnel

The search for a new Youth Director is a journey. We are all confident God's hand is at work and we will identify a good candidate for the Youth Director position. The position was posted last July. We have received resumes from across the Midwest which were filtered through and good candidates were identified and interviewed. It was our desire to offer the position to Sonja Nelson and we expected to vote today to approve her joining Faith – but she accepted another call in South Dakota. We are now interviewing further candidates. We have trust that God will lead us to the correct candidate and continue to go through this process until we find the person that will fit with our staff and our goals for this position. We will continue to communicate to the congregation with bulletins, announcements in Faith in Action and during worship to keep members informed.

Scott Stole – Chairman of the Call Committee

Our goal is to discern and find God's will for Faith Lutheran and the person chosen for our Associate Pastor position. We want God to lead to us to the correct candidate for Faith and a good team member and partner for Pastor Dale. The committee consists of nine people - 4 men, 4 women, 1 youth. The people represent a broad spectrum of ages and opinions – a very nice mix. The group has had healthy discussion in dealing with issues and how we want to best represent ourselves, our community, our needs, who we are and what we are. The Call Committee, Pastor Dale and members of Council have met with Pat Hanson of the ELCA Synod. The process will be to complete a Congregation Profile and submit to the Synod. We hope to receive candidate's names early in 2010. Pastor Dale and the committee will narrow down the number of candidates to 2-4 people who will be interviewed by Pastor Dale and the Call Committee to find the person who will best fit our needs. Once selected, an offer package will be put together and presented to the candidate. We are loosely targeting completion of this process by

the end of January 2010. Most importantly, we will take the time to select the Correct candidate.

Please pray for the Call committee, for God's guidance and for our new pastor – whoever that may be. Pray that God's will be done in our congregation.

Stewardship – Keith Sjodin

Stewardship is like going to work to earn money to pay bills and expenses. This is what Stewardship does. We've got to work to pay the bills of the church. Each member of congregation is asked to contribute to pay bills and to contribute time and talent to move programs forward.

Where have we been? We started our Stewardship drive in late September with Temple Talks at worship services. Several of our Youth coordinated and presented Children's Sermons. We had information in bulletins and the Stewardship Committee made phone calls to 90 families who pledged to contribute in 2009 but have not yet pledged for 2010

Some general observations of where we are at might be: some family units may not feel the need to continue giving. Some families don't pledge, they may be giving, but may not pledge. Some families may have lost jobs.

Statistics to share are: 2010 pledged units to date are 246 family units. This compares with 283 family units pledged for 2009. Our numbers are down so far. Stewardship is confident there are a number of families that will still pledge for 2010. 71 family units who did pledge for 2009 have not yet pledged for 2010. This could possibly be the \$122,000 that we need for our operating budget and we are hopeful this will happen. 32 family units did not pledge for 2009 but did pledge for 2010. The number of family units that submitted a "0" pledge for 2010 is 12 family units.

Next steps for Stewardship – we have 3 groups we plan to contact in Dec 2009. First, asking family units to increase their pledged amount for 2010. Second, family units who have not pledged but have faithfully given monetarily to Faith. Third, those who have not yet pledged for 2010 but pledge at same level each year. This would mean another \$122,000.

The Stewardship and Finance committees have been working for weeks to present a preliminary budget. This won't be final until we know the final pledges. Need total offer of \$660,000 in order to meet a bare bones budget. If we factor in normal 15% Leap of Faith we need pledges of \$574,000.00. Right now the total pledged is \$447,606. We need an additional \$127,000 before budget time. This is a lot of money but by coincidence, it is nearly the same number of what we are hoping to receive from the 32 families that have not yet pledged but pledged for 2009. We are hopeful they will pledge the same as last year. Need families who have already pledged to dig a little deeper in their pockets and increase their pledge. \$660,000 is a minimum budget to keep programs operation that we have had. It would be nice to raise more money so that we can increase our programs and what staff can do for us as members.

Treasurer – Chuck Dueber

As of 10:31 today, this is where we stand. It is an evolving process – always changing.

Total rev of \$543,133.47 compared to budget to \$592,425.60 which leaves us short \$59,295 – 8% short. Expenses are close to what we have budgeted for 2009. Our account balances are pretty close to what we budgeted, if total underpaid pledges would be able to complete their pledged commitment by the end of the year, when we will have a much clearer picture of where we stand Dec. of 2009.

Building total \$162,932 of receipts. \$43,820.69 was received in for our last campaign. New money of \$118,725 received for the new campaign. The average receipts per month is \$18,103.59 which is very good. Thank you! This will take care of our current monthly mortgage payment which will be reduced to \$13,176 starting 1/2010 when the mortgage adjusts. We can and will make additional payments provided the money is received from members.

We have been using money from our building fund to cover operating expenses, some of your building dollars – temporarily. This is an interest free way of borrowing money. This money is always paid back to the building fund.

Mike Haugsby - to put this gap of receipts and expenses into perspective, this gap has happened at this time of year over the past years. We typically see a significant uptick in giving in Nov. and Dec. so that we are fine at the end of the year. Thanks to Mike Christopherson, who constantly watches our finances and keeps the Finance Committee informed of current financial status. “Let’s get things up to date so we don’t have to do this every year.”

The Expense side of proposed to budget will not be voted on until January 2010. This is information only. We will continue to work with these numbers. Property expenses are up significantly due to the need of a new roof on Education building. Staff is up slightly. Youth expenses are down significantly due to the Youth Gathering trip which only takes place once every 3 years. Right now, we are sitting \$25, 833 in the red. Possibly our old campaign which was our Building Campaign can pay for our roof. If we choose to do this, the difference is only \$12,348. Council has every intent to present a balanced budget in January 2010 – we either cut expenses or add to the budget if more pledges come in and exceed our expectations. Our budget for expenses is actually less than last year. We are being very deliberate in our expense decisions.

Question - based upon a \$660,000 operating budget, we are significantly less in pledges. Will the budget presented in January be based upon the pledges received? Yes – Chuck Dueber. The vast majority of this budget correlates with staff. Hope is that we see new pledges come in so that we can keep our budget as presented or higher. We would hate to see cuts. This budget takes into consideration that we will not have new pastor in place until March 2010.

Thanks to all members who attended today's meeting.

Meeting adjourned at 11:21.

Respectfully Submitted,
Marcia Willmsen
Church Council Secretary