

**Faith Evangelical Lutheran Church**  
**Waconia, Minnesota**  
Church Council Meeting Minutes  
Tuesday September 15, 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*

**6:30 - Council Members Interview Confirmation Students:** We began our September Council meeting with each Council Member meeting with four to six 10<sup>th</sup> grade Confirmation Students. The goal of the interview was to discuss their confirmation experience and what confirmation means to each of them. Council members also shared why each of us serves on the Church Council. Our hope is to have our confirmation students stay active in worship and service throughout the coming years.

**CALL TO ORDER**

John Roebke called the meeting to order at 7:00 pm.

<b>Council Members</b>	<b>Present</b>	<b>Absent</b>
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 Roelefs, 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 – Keith Sjodin led devotions.

**Prior Month Council Minutes:** The minutes from the August 18, 2009 Council Meeting were approved via e-mail and were forwarded to Jean Krukowski to be posted at church and on Faith's website, and to Mike C. to be archived.

## **REPORTS**

### **Pastor's Report – Pastor Dale:**

- Sunday School Rally Day September 13<sup>th</sup> was very successful. It is good to have everyone back and programs running for the school year.
- Pastor Jason – started classes at seminary and is working towards his PHD and hopes to teach. The family's health insurance was switched to Maren's as of Aug 31<sup>st</sup> which means their health insurance plan through Faith Lutheran would have terminated at the end of August.
- How's Dale? People are wondering how Pastor Dale is managing with recent staff resignations. Pastor Dale said that people within Faith and outside of Faith are very supportive and very helpful. It is great to have Elizabeth Roebke, Dan Carlson and Sue Megrund here to help at Faith. Everything feels solid and all programs at Faith are covered.
- New Member Class will be held September 29<sup>th</sup> at 7:00 pm. 13 families have signed up to attend. All council members are encouraged to attend to be introduced. All people who have expressed interest in becoming a member have been called by someone from the church office and have been asked to participate in the New Member class.
- Elizabeth Roebke – the Synod in Montana has recommended to call Elizabeth Roebke to a congregation in Billings Montana. Elizabeth said that it has been nice to be with Faith to polish her skills polished to prepare her for Pastoral duties. We are very thankful to have her help us through this period of time.

### **Public Safety Ministries Inc. – Proposal by Dan Carlson – Pastoral Assistant:**

Dan told council members that his Pastoral Assistant Position with Faith has been a good learning experience, giving him good skills, which he will need for his future ministry. Dan has created a mission ministry called **Public Safety Ministries Inc.**, which has the mission of "Serving Those Who Protect by Promoting Spiritual Fitness in the Public Safety Professions." The goal of the ministry is to provide spiritual care and support resources to public safety leadership so that they in turn have the resources needed to support the spiritual fitness of their front line personnel. This Ministry is a new venture that will establish ministry partnerships between ELCA congregations and Public Safety Ministries, Inc. The Ministry will need to affiliate with an institution – such as ELCA congregations. Faith, Redeemer, and other churches (5 churches) have been supportive to this ministry. Dan's vision is to have this ministry be an outreach ministry of the ELCA.

What Dan is asking Faith to do is to become an ELCA Ministry Partner with Public Safety Ministries, Inc. There are four components – 1) regular congregational prayer support; 2) Provide ministry logistical and administrative support; 3) commit to a three yr financial commitment of \$5000 per year; 4) Pastoral participation on a ministry advisory team (once a quarter – no more than 4 hours per month).

Discussion: Pastor Dale stated that Dan is in a unique position having been the Chief of Police in Eden Prairie. Dan also does Military Re-integration. Pastor Dale has known Dan since high school and is confident that Dan is committed to achieving success.

The Synod is very excited about this Public Safety Ministry. Dan's Pastoral Assistant position with Faith will end on Dec 31, 2009. Faith's budget for having Dan Carlson as Pastoral Assistant has been \$1000 for 10 hours per week.

The intention of the Public Safety Ministries, Inc. is to propose support. The suggestion is to have Faith start supporting this Ministry with 3 of the 4 items immediately and then consider the financial support item when we establish the 2010 budget. Budgeting for this new Ministry may fall under Benevolence within the Budget.

Elizabeth Roebke stated that Dan Carlson and Public Safety Ministries Inc. is a unique Lutheran voice that can be received well by public officers.

Brian Everett proposed that we have more dialogue with Dan Carlson on how he is strategically going forward. Are there ways we can make this stronger in our local area that our congregation would eagerly support?

What ministry would this fall under? Social Outreach Ministry.

**Action Item:** It was suggested that Chuck Stevenson, the Social Outreach Liaison should talk to Dan to get more details of the Public Safety Ministry and see how Faith could help support and shape this Ministry going forward.

Chuck Dueber made the motion that we would accept items 1, 2 and 4 of the components listed above, in principal. If we can work item 3 (financial support) into our budget for 2010 we would accept this going forward. If the financial support does not come forth we may have to reconsider item 3. Keith Sjodin - second. Vote to approve Chuck Dueber's motion – all approved. Motion carried.

**Kallie Stroh Youth and Family Minister Exit Interview** – Brian Everett and Marit Rinke met with Kallie to conduct her Exit Interview. Our goal was to find out why Kallie left and if there is anything we could be doing differently within the Youth and Family Ministry area to keep keep a Youth Minister employed at Faith Lutheran longer than 2 years.

The Exit Interview provided the conclusion that her decision to resign was based on the desire to move on to a new experience with new opportunities to expand her wings and apply what she had learned at Faith to her new position at a new church. Kallie felt her overall experience at Faith was good and was thankful for the staff and supportive parents she worked with. One of the less positive elements was that she felt overshadowed in her position and felt she may not have had enough to contribute. Possibly someone with more experience might have felt more comfortable in the position.

**Action Item:** Brian Everett will submit a written Exit Interview Report to Mike C. to be filed in Kallie's Personnel file at Faith Lutheran.

### **Financial report – Chuck Dueber**

Faith Lutheran had a typical August. Historically, we are always financially tight in July and August, although giving for this July and August was more than July and August of 2008. Faith is right on budget for expenses. Financially we are fine.

An Accounting Policy, which was initially written by John Roebke a few years ago, was re-written by Chuck Dueber. The Accounting Policy clarifies and formalizes the way we are doing our accounting so that all items are accounted for and everyone understands the procedure. All council members will have to vote to accept this procedure going forward. (Accounting Policy is attached with Council Minutes)

Budgeting – the November Congregational meeting is a financial report meeting. We will need to present a budget for 2010 to the congregation during this meeting. The final budget vote is at the January 2010 Congregational Meeting. We need to get started with budget planning.

We have a 3 year history of budgets for each ministry. Each ministry will need to discuss their budget and report back to Chuck by the October 20<sup>th</sup> Council Meeting. Each budget may not increase by more than 2% or 2.5%. Each Ministry should create a “wish list” of items that may not be included in next year’s budget, but might be something we could add in the 2011 budget.

**Action Item - Chuck Dueber will send budget information to all Ministry Council Liaisons so that we can report back by the October Council meeting.**

**Stewardship Report - Keith Sjodin – the Fall campaign schedule will kick off on Sept 27<sup>th</sup>.**

**Action Item – all ministry liaisons should communicate to their Ministry that Commitment Sunday will be Oct 11<sup>th</sup> between each worship service. Each ministry should have a presentation table with ministry members available to talk to congregation members. The emphasis will be the Time and Talent form as well as financial gifts.**

Temple talks for each Sunday will be done by the following: the Stole’s, Becky Oberlander and Keith Sjodin, for Stewardship Ministry. The Youth Representatives will also be asked to present the Children’s Sermon on these Sundays. Curtis will put together a slide presentation, to show who is benefiting from our ministries. We have a strong demographic of committed people at Faith Lutheran.

Stewardship Reps will also be at the Confirmation Retreat on Oct 2<sup>nd</sup> and 3<sup>rd</sup> to talk to the 10<sup>th</sup> grade confirmation students about continued Stewardship in their lives.

Celebration Sunday will be on Nov 22<sup>nd</sup> – we will celebrate our gratitude for the successful Capital Campaign as well as many other things we are thankful for at Faith Lutheran.

**Youth Report - Whitney Vacek – some feedback from confirmation students is that the kids like the trips that Faith has made available to them and they would like to have more trips available. It is a great time to get to know other students you normally don’t hang out with and make new friendships.**

**Discussion on Staffing – Mike Haugsby led discussion on filling the open positions of Youth and Family Minister and Associate Pastor. All council members agreed we should start**

interviewing candidates. Pastor Dale has 3 or 4 resumes, which look like good possible candidates. The same group of adults that interviewed our last candidate will go forward in interviewing our next candidates.

Associate Pastor – all council members agreed that we would like to forego the Interim Pastor option and move forward in finding a new Associate Pastor. We are looking for Pastor Dale to determine what he would think would be the best role as Associate Pastor. He would then share this with the Executive committee and then on down to all council members. We need to be deliberate in our communication with our congregation regarding the decisions we have made tonight so that they are aware we are moving forward in filling the Associate Pastor position.

Pastor Dale will contact the Synod regarding our decision to go forward in foregoing the interim Pastor and go forward with hiring an Associate Pastor.

Our Bylaws state the Call Committee will consist of 9 voting members of the congregation. Council will appoint call committee members. The Call Committee will also consist of Mike Haugsby as council liaison, Pastor Dale and Whitney Vacek – Youth Rep. A Chairman of the call committee will be appointed.

Dan Pannier made the motion to have council begin the process of creating a call committee to find an Associate Pastor rather than going through the Interim Pastor Process. Mike Haugsby – second. All approved. Motion carried.

**Action Item - Call Committee.** All council members should e-mail suggested congregation members to Pastor Dale and Mike Haugsby. They will determine who should be appointed to the call committee and will present candidates at the October 20th Council Meeting for approval.

Chuck Dueber made the motion to adjourn the meeting. Tom Kurtz - second. All approved.

We closed the meeting with the Lord's Prayer.

**Next Council Meeting will be Oct 20<sup>th</sup>.** Devotions will be led by Dan Pannier

Meeting adjourned at 8:45 pm.