

Call to Order – Mike Haugsby, Council President

The Congregational meeting was called to order at 6:35.

Opening Prayer – Pastor Dale, Sr. Pastor

Pastor Dale opened the Congregational meeting by leading members in prayer.

Pastor Dale - Welcome everyone and thanks for being here tonight.

We have been living with the Sermon on the Mount theme both during our sermon times and at the bible study that Pastor Travis is leading. Matthew 5: says "You are the salt of the earth". Some people think a church in the community is like a night light. Here on Waconia Parkway and Scott Lane we have our own little night light. Thank you for the light you have given us and the help you give us to shine our light.

Motion: To approve the minutes from our last Congregational Meeting held November 21, 2010 was made by Genie Dueber. 2nd - Gary Bureau. All approved, motion carried.

Mike Haugsby - I'd like to ask each Pastor and Mary Toufar, Faith Formation Director, to give us an update of where we are at. We have gone through a bit of a model change and staff changes over the past year. Please give us a brief update on how things are going and what the plans are for the future.

Mary Toufar - Basically what happened was that I was hired as the Youth and Family Director and then after I was here a few months, Justin Kosec, Christian Education Director, gave his resignation. Through lots of dialogue, we felt it is best for our congregation to move to a staffing model with me and three Pastors. There's no way that I can do everything myself, but will rely heavily on our Pastors and volunteers. Faith is formed in personal and trusted relationships. The whole goal in our ministry is to do cross generational ministry and have as many role models from as many different age groups as we can. We have many, many volunteers in our ministry system. It is what our church needs and we do it very well. From three year olds to young adults, each Pastor has a part of Faith Formation that they help with, such as Kids Club on Tuesday afternoons. Each Tuesday, one of the Pastors will join us. It's working. Be aware that moving to three pastors is a step in the right direction but it is a step. There are things we can do better but we will need to do further staffing. I would love to get 5th, 6th and 7th grades to have more fellowship time along with their Sunday School education. If we can get to the point of growing trusted relationships it would be great. There's a lot more we can do with the "Family" part of Youth and Family. This is a goal and we are working towards this. We are well into forming partnerships which we need to work on. This is our philosophy and we are forming a team to accomplish the Youth and Family ministry.

Pastor Brandy - I will start with Faith Formation. We've divided up age groups and assigned a Pastor to each group. My area is Confirmation which has been a blast so far. Mary and I have switched roles a little. I am learning and we are learning together. As we divided up trips for the summer, I got the BWCA with our 9th graders. I was privileged to go last summer and am looking forward to going again this summer. Life Growth and Mission is my ministry, which is a huge umbrella. Tomorrow night we are having a New Member class. For the first time in a

while, we are integrating a meal and fellowship into the class which I'm looking forward to. Life Growth and Mission is made up of many sub groups, which function well on their own, but we are looking more to see how staff can help. Stephen Ministers had three new people commissioned, which I'm meeting with this Thursday. I am excited to do more with the Women's ministry this year. One item we are going to be intentional about in the coming year is congregational fellowship. We hope to have more opportunities to grow in relationships together, which we are hoping will take off this year.

Pastor Travis - I have been here almost 9 months. It's been a great year and continues to get better. My role in Faith Formation Ministry is the Sr. High program, which I am here along with Mary on Wednesday nights. I will have some responsibilities for summer activities, which include the trip to Texas, and since I'm in charge of Social Outreach, this fits well. As we move to this new staff model, I get to interact in many different ways with many different age groups of youth at our church and it is so much fun. Meeting with Kids Club one Tuesday a month is a highlight. On Sundays, one of the Pastors floats in the Sunday School area, including meeting with the Bridge kids. I did the BWCA with the 9th graders this past year and have had some opportunities to follow up. We are being very intentional to have Pastor-time with all of our youth - at some point in time. Social Outreach is my ministry. Angela Rud is the Council Liaison who has been great to work with. We are doing lots of fun projects. Our mission partners are growing. The evangelical outreach and the 11:00 service has been growing and fun. We are also embracing our technology at faith and that will be good. Faith Neighbors has been kicked off and we are looking forward to a great year.

Pastor Dale - We have very gifted staff at Faith. This really is a team effort. Our staff meets every Tuesday where we begin with a short bible study and then we go through the calendar and each person gives input for the week. The choirs are also doing well. Shelly is in her 23rd year of playing here. Sometime we'll have to have "Shelly Hilgers Day". All different pieces fit together well. Church Council has had challenges the past couple of years, most in Personnel, which we have seen through. Thanks to all Council members. This is a great church to serve at - very affirming. My area for Faith Formation is the 5th, 6th and 7th graders called The Bridge. I'm the one who has been hoping to do more with the social things. Pastors will be floating in the Sunday School building every week. Faith Formation is in great shape. All three pastors go to Worship and Music Ministry. Kristin Bruellman is Chair Person and Paula Leske is the Liaison. Our worship life is such a priority that we all three are involved. I also relate to Stewardship ministry. We've had a good time, Charlie Streiff retired and Tom Pierson has come out of retirement. Mike Christopherson relates to our Building and Maintenance ministry. We have done so much but we have lots more to do. There has been great progress over the past year, including being able to do Pastoral visits and be with those who aren't able to be in church and who are going through tough times. We are the night light that people need. Thanks for all of your support.

Mike Haugsby - The next item is the presentation of the 2011 Budget proposal. Thanks to all of you and the tremendous giving you have done over the past year. Charlie Streiff, Liz, Heagle, Tom Pierson, Pastor Dale, Sandy Tietz, Ross Hanson, Stephanie Wambeke, Keith Sjodin - thanks for all that you did during the fall campaign.

Paul Thom, Treasurer - the proposed budget is \$766,000.

Paul showed a brief power point presentation which recapped the finances for the past year. It has been a very positive year for cash flow.

We also have emergency funds of \$62,000 set aside in an account at Thrivent, which we have not been touched this year. For the past three years, we have had a budget where our expenses have actually come in underneath the budgeted amount. We have been very tight as far as our expenses go.

If we look at a pledging analysis, 2011 looks to be a very good year. Our non-pledged contributions are up 19% from last year.

The Budget Process - All of the ministries had input into the proposed budget. Council members approved the proposed budget and now we are coming to the congregation members for approval.

As we worked through the Budget process our goals were to:

- Stay true to the Long Range Plan.
- Be honest and truthful.
- Be reasonable and flexible.
- Look at the economy.
- Make sure the proposed budget is sustainable.

Our biggest investment is in personnel. The overall budget increase is 13% with 5% of this being for staff. The rest is spread over all ministries.

For Benevolence, \$33,500 was given to the Synod and other areas. Our total benevolence is up from last year and we hope to increase this in future years.

The budget is balanced. It is a higher proposed budget than last year because of our decision in investing in personnel. We think this is a realistic increase and we are very pragmatic in our expenses. It allows for a little bit of extra money in all ministries. We listened to our ministries to see what they need to run the business and programs and have planned the budget accordingly.

Motion – To approved the proposed budget as presented was made by John Roebke.
2nd - Christine Roehler.

Discussion

Chuck Dueber - one year has made a big difference. We struggled to set a budget to \$669,000 last year. I can't over emphasize the difference over last year and this year. We struggled to get to last year's number. This year it seemed so easy. Paul did a lot of this work on his own, along with Mike Christopherson, in getting budget format out and looking at last years history.

Question: How many new members joined Faith this year? What is the net increase in people?

Answer: The total number of family units at Faith is 543. The total number of family units that pledged so far is 328. Last year, the total number of family units that pledged was 504. We have 40 more families this year.

Two years in a row, we have been in a survival process. This is why the proposed budget is up. We are a much better staffed church. Pastor Dale was on his own for three or four months. In 2008, the budget was at \$784,000. Our proposed is \$766,000 which is down from what we thought we could do in 2008. We thought this was attainable. Our increase in pledges is 13% and that is what our increase in our budget ended up to be. This was coincidence.

In aggregate, the budget is 13 - 14% higher, which is inflated due to the "pass throughs" for the Youth expenses. Actually, we are probably at a 12% increase due to this.

The budget is a guideline. We aren't obligated to spend that amount of money. This was proven in 2008. We reduced the budget by \$65,000 that year. Our staff has proven that if we run into problems, we are able to pull back and reduce our expenses. We also have the Rainy Day fund which we have in case of emergency. It is in a Thrivent account which should earn some interest. This money is not a slush fund. It is to be paid back if borrowed. A couple of years ago we were using Building Fund dollars for operating expenses. We are not doing that this year and that is a positive.

We are very fortunate to have two young pastors on board who have already proven they have good minds and good hearts. This balanced with Pastor Dale proves we have a great combination of leaders.

No further discussion. Official vote was made using a show of hands.

Vote - The vote to approve the proposed budget as presented was passed with 76 votes.

All approved - Motion carried.

The Stewardship effort has been unbelievable once again this year. Thank you very much.

Pastor Travis led us in a closing prayer.

Meeting adjourned at 7:10 p.m.