

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

Mike Haugsby called the meeting to order at 6:30 pm.

Council Members	Present	Absent
John Roebke, Outgoing President		X
Mike Haugsby, Incoming President	X	
Chuck Dueber, Outgoing Treasurer	X	
Paul Thom, Incoming Treasurer	X	
Marcia Willmsen, Secretary	X	
Dan Pannier, Outgoing Life, Growth, Mission		X
Jay Roddy, Incoming Life, Growth, Mission	X	
Tom Kurtz, Building & Maintenance	X	
Cindy Roelofs, Outgoing Faith Formation		X
Nikki Wedge, Incoming Faith Formation	X	
Keith Sjodin, Stewardship	X	
Brian Everett, Outgoing Worship & Music		X
Paul Leske, Incoming Worship & Music	X	
Chuck Stevenson, Outgoing Social Outreach		X
Angela Rud, Incoming Social Outreach	X	
Ann Marie Powers, Youth Representative		X
Austin Stole, Youth Representative		X
Whitney Vacek, Youth Representative		X
Dale Peterson – Sr. Pastor	X	
Travis Gerjets – Associate Pastor	X	

Devotions - were led by Pastor Travis.

Welcome - Mike Haugsby, President:

Welcome to Incoming Council members and **Thank You** to Outgoing Council members. We will have binders for all new Council Members in July which will contain the Constitution, By Laws and other pertinent information.

This is my 3rd year on Council. Let's go around the room and have each member share what they would like the Council to focus on this year. I want the focus to be on staff, which is the foundational part and the life blood of our church. We want to position our staff to meet our Mission and Vision statements.

Chuck Dueber, Vice President - review process for staff is important for Faith's staff. They need to know that we care and that we want them to think about how they can do things better. More importantly, we would like them to tell us how we can help them with their jobs.

Angela Rud, Social Outreach Liaison - I am looking to see where we can go and what Faith can do outside of our walls and I am looking forward to figuring out how we can do this.

Pastor Travis - I'm echoing what Angela said in accomplishing the third part of our mission statement "going beyond our walls". This is a big part of my job description. It has been fun to get caught up in the excitement that has been bouncing around here and following the vision that has been hatched here.

Nikki Wedge, Faith Formation Liaison - I am looking to church council to become more familiar with this community. We came from a congregation where kids were as much a part of the church as the older people. I would like to see more blending of the generations here at Faith and I would like to see us do this as a congregation.

Pastor Dale - at the end of year I would like to have a building plan, and some action with building, as far as the possible renovation of the South Building and connecting the buildings and expanding. There are lots of other things I would like to see as far as people and relationships, which are very important, but the implementations of our building plan, which is part of our Long Range Plan, is also important. Welcome to the new people. Thanks for serving on Church Council. This will be an exciting and fun year.

Marcia Willmsen, Secretary - I would like us to review our Long Range Plan to be sure we are on track with our goals and strategies. Let's not lose sight of this over the coming year.

Tom Kurtz, Building and Maintenance Liaison - Tom has agreed to stay on as Liaison for one more year, which will be his 4th year serving on Council. Thank you Tom!! There are some repairs to the South building that we need to get done, such as repairing the roof. We also need to reseal the parking lot. It has been good serving Faith - I have enjoyed council. We have had some struggles but we have gotten through them so well. I attribute that to the Council members.

Paul Thom, Treasurer - this is my first time serving on Council, and I picture us working together well. I'd like us to remember where we came from and then look where our church and community is going to be in the next few years. It will be getting very busy here over the next few years so let's take advantage of that.

Jay Roddy, Life Growth and Mission Liaison - being on council is an exiting thing. This is the first time I've jumped in with both feet. I am coming in with open eyes and will do what I can. I'm excited to be a part of this committee.

Paula Leske, Worship and Music Liaison - I have had varied experiences in church. Worship is very important to me - a well orchestrated worship. Organization is important and music is important. We have an amazing Cherub Choir but we do not have any music groups in between Cherub Choir and Sr. Choir. I'd like to see something in between. The music program at our church is what drew me to this church. Music is very important to people.

Thank you to all Outgoing Council members for a very good year.

This year we will get to know our ministries by focusing on one ministry each month. The Liaison will spend approximately 10 minutes speaking about their ministry, giving key points or activities that are happening in your ministry.

We will also get to know our staff. We will ask one staff member to attend each monthly meeting. They will give us information regarding their position, especially the tasks they take care of that we may not be aware of. It will be good for Council to be informed and aware of all of the things our staff members take care of to keep Faith's program's running smoothly.

Monthly Reports:

Pastor's Report - Pastor Travis:

I've been here for one month and a big part of what I've done is growing into relationships with the people here in learning who we are and what we do. I am very intentional about getting a handle of the people and ministry partnerships. I have met with Chris and with the Synod to learn about Nigeria. It would be very exciting if we could send some members to Guyuk in 2011 and in 2013, which is the 100th year for the Mpls Synod's anniversary with Guyuk. Angela Rud and I have also met regarding Redeemer and have discussed how we can grow that relationship. I have met with Dan Carlson with the Public Safety Ministry. There may also be a new ministry out of the Shakopee area, which will be an Hispanic Ministry.

I have also enjoyed working with Justin and Mary in the transition that is coming with Justin's departure. I am learning my responsibilities in Faith Formation and what changes may come in the future, possibly 2011. We are dreaming big about some things we can do to get kids excited about Confirmation.

We may form a new relational neighborhood ministry, something like Faithful Watch. Pastor Dale, me and Susan Arntz (Waconia City Administrator) met to gather information about Waconia. We mapped out Waconia, neighborhood by neighborhood. We would like to develop some neighborhood based groups. We would like to begin naming group ministries and provide resources so that the groups would have an organized welcome program. Each group would have a neighborhood leader who would reach out to new people in the neighborhood. This congregation has continued to grow without any structured outreach to bring in new members. We would also try to create some intentional small group programs for neighborhoods who are

excited about that. Some possibilities would be a bible study, block parties, etc. We hope to kick this off by the fall.

Pastor's Report - Pastor Dale

Today was our staff retreat at Jim and Sandy Gilbert's home. I just attended a conference in Nashville where we were asked "What questions do people ask when they looked to future?" Most people ask "if only we had done this..." but the leader said rather than ask this, we should ask "What is Jesus doing in this place right now?" We were able to list many items of how Jesus is working at Faith.

BYOB (Bring Your Own Bible) has started for the month of June. Pastor Travis's Ordination will be held June 27th at 2:00 at St. Johns Lutheran Church in Lakeville. Pastor Travis's Installation as a Pastor here at Faith will be held August 22nd. July 25th is the outdoor worship service and potluck picnic. We will also say thank you to Justin and send him on his way.

Looking back on the past month, the seniors and Mary Toufar did a great job in leading the Senior Sunday Service. It was a good day.

We have an exciting future ahead of us. Travis and I visited with Susan Arntz about Waconia. Right now the population is 10,000. In 5 yrs, Waconia is projected to at 15,000 and in 10 years it is projected to be at 20,000.00.

Our offerings have been very good. We would have anticipated using the Rainy Day fund this summer but we have not had to use it yet. Things that we were concerned about and continued to monitor are going well - people so far have been keeping up with their pledges.

Youth Report -

We would like to add another youth representative who is a sophomore. If anyone has a recommendation please forward these to Marcia.

Treasurer's Report - Chuck Dueber

When you review the Treasurers Report, the first page is the most important. It gives a summary. Our General Fund revenue for May was \$62,000, so we were up a little from last year.

The Building Fund takes care of our mortgage payments. We actually have several month's worth of payments saved and had been able to pay down our mortgage balance.

If we look at our revenues against our budget Year to Date, we are only \$3,908.78 behind our budgeted amount in May so we are doing pretty well. Our annual expenses are actually under the budgeted expenses by about \$23,000. This is due to not having a 2nd pastor part of the year, which is one reason why we are positive financially this year. We are feeling a sense of improvement but we are cautious as we go through the rest of the year.

Paula Leske made the motion to approve the Treasurer's Report. 2nd - Tom Kurtz. All approved. Motion carried.

In the future - we should forward the monthly Treasurer's report via e-mail to all council members rather than printing hard copies. Mike C is already forwarding the financial report via e-mail to all council members.

Key Discussion Topic for June -

Justin's departure, which is July 31st, and future staffing needs. Justin has contributed so much to Faith and we can be happy for him in moving on to become a Pastor. Executive Council has met to formulate some options and a vision that we have in what Faith needs and what we should do going forward. We will have an Open Discussion with Congregation after the church service on Sunday June 20th. We want to have an open door policy with council and all members in what our options/plans are for the future.

Pastor Dale - we looked at our staffing needs and we have a vision of where we would like to go in staffing. A couple of years ago we created the Long Range Plan. What is a standard number of Pastors for number of members? The ELCA Synod guidelines state one pastor for every 700 members.

When the opportunity comes around where we could make the change to have a 3rd Pastor, we should look at it. Last year when Kallie left, we did not want to give up our focus on Jr. and Sr. high so we did not want to pursue 3rd Pastor at that time. Justin brought such an expertise and knowledge of theology to our children, so in thinking about replacing Justin or adding a 3rd Pastor we know would like to consider 3rd Pastor. We currently have 2400 members, so we are in position to add a 3rd Pastor. With a 3rd Pastor, we would have a leadership team of 4, Travis, Dale, Mary Toufar and a 3rd Pastor. We have divided the job responsibilities. Mary would be the overall coordinator for Faith Formation and the 3 Pastors would share responsibilities of parts of Faith Formation. Dale, Travis and Mary have met quite a bit to figure out how to divide up the ministries so that each Pastor would have a piece of Faith Formation. I am very concerned that we do not collapse 2 full time jobs and put it all in Mary's lap.

There have been some tasks/items that we haven't been able to get done over the past years and this is an exciting time to think about having another Pastor to help us accomplish those goals/tasks/items. Life Growth and Mission is the area of new members, welcoming new members. We now have so many people who need Pastoral care and as Waconia grows all of these tasks/items will grow. We believe if we are able to provide better Pastoral care we will see people feel more connected, get more involved and be more willing to volunteer and therefore provide more revenues for Faith. When people feel cared for they are more willing contribute financially. One thing we would like to add to our budget for 2011 is a Faith Formation Program Assistant. Right now our staff is stretched. We cannot add more programs with current staff. It is hard to get all current programs and responsibilities taken care of.

Comment - is everyone open to 3rd pastor? This is part of what we'd like to hear in the congregational meeting on Sunday. A perception we may face is that with a Pastor we are spending more money - people may first think about the extra money that would need to be spent. We are looking for feedback from congregation.

Question - do you have to approach a new hire for a Pastor one way or another?

Answer - Yes- this would be a "call".

Goal is: What does congregation need?

We've already budgeted for Justin for the year. We will have a couple months of savings in the interim until we add the 3rd person. We are doing well for our budget this year. For next year we may be looking at an extra \$30,000 or \$40,000 to bring in a 3rd Pastor. For the balance of this year we would possibly need an additional \$17,000 to complete the year if someone is hired to start Sept 19th.

Question: are there clear numbers for a Justin replacement rather than 3rd Pastor?

Answer: We compared what we hired Travis for and what we are paying Justin - for the remainder of this year. For next year, we would need an additional \$30,000 in the budget. This year, our revenues seem to be going well with a congregation that is eager to grow.

Comment - We can't look at this as filling a need for today. We need to look at "what do we need for our future - 5 years and beyond." We need stability in our staff.

What are the next step?" We'd like to vet this thru Council and get confirmation that Council, as a group, supports going forward in pursuing a 3rd Pastor or not. We reviewed the Constitution and we do not need a Congregational Vote to go forward in pursuing a 3rd Pastor. We want to work with the congregation and have their support in this decision. We will have an Open Forum meeting on Sunday June 20th to inform the congregation with options and get the congregations confirmation of adding a 3rd Pastor. We would hope to gain support from Congregation thru June, create a new Call committee in July and begin obtaining names from the Synod and have the interview process in July and August. We would like to have a new hire start on Rally Sunday Sept 19th.

Chuck Dueber - if this process is supported tonight, we would create a call committee consisting of 4 members from the last call committee and 5 new committee members. Even though this would be a quick process, we want to follow procedures similar to our last call committee process. We are at a point where we are ready to call people to be a part of the committee and go forward with the call process if approved by Council tonight.

What we are doing is prioritizing staff positions. We would be looking for the possibility of a female Pastor. Our women's ministry is very strong at Faith. If we take better care of our people, things will grow. We currently do not have any program to nurture our parents with young kids. The trend is to better prepare parents to pass on Faith at home. This model for ministry will allow us to nurture the whole family better.

Our members come to Faith because of the people not because we have a big budget. If having a 3rd Pastor would help continue this feeling, we need to encourage our members to support this concept of people joining Faith because of the people here at Faith. Executive Council also felt this might be a financial stretch - but a necessary stretch.

Chuck Dueber made the motion to support the concept of calling a 3rd Pastor to Faith with the understanding of obtaining feedback from our congregation. 2nd - Angela Rud. All approved. Motion carried.

Chuck Dueber made the motion to approve the list of call committee members and alternate members in the event that the congregation supports the concept of calling a 3rd Pastor to Faith. 2nd - Paula Leske. All approved. Motion carried.

Call Committee members from last committee were, Scott Stole, Mavis Flemig, Gary Bass, Barbara Grangaard, Scott Jensen, Molly Henke, Michael Brown, Ann Rassmen and John Kittleson. Members who may be asked to join the new Call Committee are: Karen Kirby, Dawn Genz, Brian Ebent, Lisa Moe, and Bob Lind. Chair may be Karen Kirby. The committee will be formed by Pastor Dale and Chuck Dueber.

Social Outreach event will be a Blood mobile on July 26th here at Faith.

July Council Meeting will be our Retreat with new members held July 26th from 4:00 - 8:00. This would be a good time to review the Long Range Plan. The current Executive Council Committee will plan the agenda and the location will be determined.

Action Item: Council Retreat for all council members July 26th 4:00 - 8:00 pm. Location TBD.

Devotions for July meeting –Paula Leske

Meeting adjourned at 8:00.

We closed by saying the Lord's Prayer.