

Faith Evangelical Lutheran Church- Waconia, Minnesota  
Congregational Meeting Minutes- Sunday May 20th, 2018

**Mission:** To Learn, Serve and Share the Gospel of Jesus Christ.

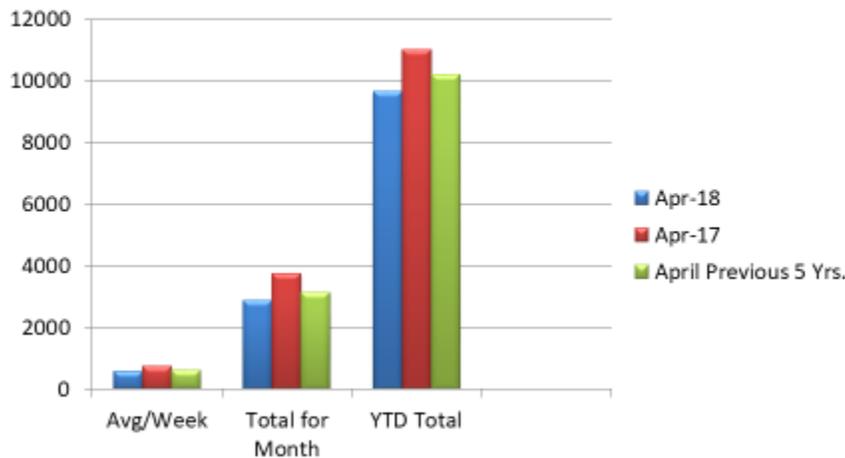
**Vision:** To be a dynamic, energized worshiping community where all are growing in our relationship with Jesus Christ, one another and those beyond our walls.

**Call to Order:** The congregational meeting was called to order by Lisa Moe, Council President, at 9:20 a.m. on Sunday, May 20<sup>th</sup>, 2018 and reconvened again at 9:33 am.

**Prayer:** Pastor Dale opened the meeting with a prayer.

- 1. Approval of the January 28th Congregational Meeting Minutes:** A motion was made by Gary Burau to approve the minutes as distributed and seconded by Rachel Hjelsand. All approved, motion carried.
- 2. 2018 Financial YTD Review:** Craig Sinclair presented the trend for worship attendance. 2018 YTD is under 2017 for the week, month and YTD. Also, compared these to the 5 year average. Again, our worship attendance is currently below the 5 year average.

## Worship Attendance YTD



Craig noted that with attendance down, our giving is following the same trend. YTD we are currently \$28,000 below budget for income. Expenses are tracking on budget. This year has been a bit unique. Palm Sunday & Easter fell during school spring break- so both attendance and giving were down. In addition, the April snow storm resulted in a \$12,000 loss in revenue for that ONE Sunday due to the very few who were able to make it to Faith.

Craig and Lisa reminded all members regarding giving:

- Electronic giving is always available. All members received a letter from the church noting all 4 ways to give electronically.
- The members approved a \$32,000 increase to cover the cost for a third Pastor- which really means that every member needs to give \$1.20 more per week.

No questions from the attendees for the Financial update.

- 3. Update from Powered by Faith & Kairos Contract:** Stan Winnie provided a Powered By Faith update. Stan presented to the members, the 3-year contract to engage Kairos again this fall. The contract is \$38,000 and includes an online member survey.

### **Powered By Faith 3-Year Campaign Highlights**

- Total Pledged Amount: \$2,189,863
  - Pledge grew by \$166,076 over the 3-year time frame
- 48.5% of households participated with a pledge
  - Participation rate grew by 6.1 points over the 3-year time frame and has exceeded any other rate in the past 10 years
- Approximately 76% of the budget was covered by the pledge
  - In years past, (prior to the 3-year campaign), approximately 68% of the budget was covered by the pledge
  - The Church experienced budget surpluses for the first two-years of the campaign and we are hoping to continue the trend this year

### **Powered By Faith 3-Year Campaign**

- **Powered by Faith as well as the Church Council, recommends that we renew a 3-year contract with Kairos and Associates for the following reasons:**
  - A professional fundraising consultant can custom design a giving program, based on best practices, to help meet the goals of the campaign.
  - The consultant takes on the tasks of organizing, training and coaching the campaign leadership instead of letting that fall on the pastor or lay leaders. We would much rather have your pastor attending to pastoral roles instead of organizing fundraising.

- A key component of any campaign is a successful lead gift effort. As much as 80% of the campaign goal is reached through lead gifts. A professional consultant can optimize the lead gift effort as well as accompany Faith Lutheran people on visits to ask for lead gifts.
  - A commitment of Kairos and Associates is to walk with Faith Lutheran through the entire giving period, usually three years, to ensure faithful follow-up to the campaign.
  - Continuity and familiarity between the church participants and the consultant which will allow for less ramp-up time and more efficiencies
  - Best Practices, as the consultant works with many other churches in our region
  - Because it worked. We have met every revenue budget while partnering with Kairos
- **Highlights of the Terms of the Agreement**
    - \$38,000 for three years, (this is a \$5K discount from our previous contract as continuity and familiarity already exists)
    - Engage with the entire congregation through an online survey and personal interviews while providing meaningful follow-up to the surveys and findings
    - Assemble an Appeal Leadership Team to lead the planning and implementation of an appeal in the fall of 2018.
    - Develop communication materials.
    - Launch a congregation-wide appeal, culminating in a commitment weekend when the entire congregation makes their commitments.
- **Powered by Faith as well as the Church Council, recommends that we renew a 3-year contract with Kairos and Associates for the following reasons:**
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    - The consultant takes on the tasks of organizing, training and coaching the campaign leadership instead of letting that fall on the pastor or lay leaders. We would much rather have your pastor attending to pastoral roles instead of organizing fundraising.
    - A key component of any campaign is a successful lead gift effort. As much as 80% of the campaign goal is reached through lead gifts. A

professional consultant can optimize the lead gift effort as well as accompany Faith Lutheran people on visits to ask for lead gifts.

- A commitment of Kairos and Associates is to walk with Faith Lutheran through the entire giving period, usually three years, to ensure faithful follow-up to the campaign.

Tom Pierson motioned to approve the 3-year contract with Kairos. Paul Erickson seconded the motion. No further discussions. All voted approve.

- 4. Council Member Election:** Pastor Dale thanked Kim Sop (representing Faith Formation) and Marit Rinke (representing Social Outreach) for their hard work and commitment to Faith, to the ministries and to the members. Sarah Hartwig was nominated to Council to replace Kim Sop. LuAnn Burau made a motion to approve nomination and Cadee Winnie seconded the motion. All approved.

The council is still looking for one more member but Marit has agreed to remain during the interim.

- 5. Update from Call Committee:** The Call Committee updated was presented by John Bruellman. John shared that the committee has had one more- with the Synod representative. The committee is fully engaged in completing the proper paperwork to submit our application to the Synod.

John noted that this process could take a few months of many months. He asked the congregation to be patient with the process and promised clear communication over the next several weeks/months.

The Floor was opened for any other questions or discussions. There were none.

Richard Scott made a motion to close the meeting.

LuAnn Burau seconded the motion.

All approved, meeting adjourned.