

Faith Evangelical Lutheran Church
Waconia, Minnesota
 Church Council Meeting Minutes
 Tuesday, December 17th, 2019 at 6:30 pm

Mission: To learn, serve and share the Gospel of Jesus Christ.

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

Inclusive Grace. Contagious Love.

Council Members	Present	Absent
Richard Scott, President	X	
Patrick Butler, Vice President		X
Mary Fahrenkamp, Treasurer	X	
Peggy Phillipy, Secretary	X	
Scott Texley, Building & Maintenance	X	
Sarah Hartwig, Faith Formation		X
Kari Colby, Connections Ministry		X
Quentin Knaak, Social Outreach	X	
Jim Karstens, Stewardship	X	
Kristin Johnson, Worship & Music	X	
Aaron Kopel – IT & Communications		X
Dale Peterson – Sr. Pastor	X	
Katie Escalante- Associate Pastor	X	

The meeting was called to order by Richard Scott at 6:30 p.m.

- **Opening Devotions-** Mary Fahrenkamp read from ‘Grace for the Moment’
- **Reading of Faith’s Mission & Vision Statement-** Mary Fahrenkamp
- **Get to Know the Staff- Mary Toufar, CYF Minister-** The crowd wanted to bring their children to Jesus, but the disciples stood in the way and said no. But, Jesus said, “let the children come.” The role that I play is letting the children come. In many ways, it is more than a curriculum. I advocate for the role of children in the heartbeat of the congregation. Parents want their kids to build relationships with AAA adults. The most important relationship is between a parent/child and bringing their child to meet Jesus. It is important for us to preach that message and to be support to the parents. I am honored to have been here and built relationships for over 10 years. The skill set for the next person in this position is important. We will want someone with skill set of teacher/educator,

theology, know what you are teaching and let kids be kids. Mary talked a little of Spark and BYG curriculum and closed with verse from Matthew 28:19.

Ministry Moment- Building & Maintenance (January Worship & Music)

- Job is to maintain the facility and property.

Standing Monthly Reports

o Pastors' Reports-

Pastor Dale

- I have put an information sheet in all your boxes on transitions. It gives good information.
- Pat Butler and I did staff reviews on December 10th. There were good, positive conversations. There were no surprises, and everyone set goals for the next year.
- Christmas Eve is being planned
- It has been a good Advent and attendance has been good.
- It was quite a performance on Sunday by the kids
- Harpist Laurie Leigh will be here. Shelly does a great job at getting people to come share their music talent with us
- Knee is doing much better, still on antibiotics
- Thank you to Pastor Katie
- Had staff Christmas Luncheon and was a great time to celebrate
- Before the year begins, each ordained minister must submit to the church council an estimate of their anticipated housing expenses. This includes all costs of maintaining a home such as house payment, real estate taxes, utilities, furnishings, repairs/maintenance, etc. Pastor Dale has requested the same amount as last year. Jim Karstens made a motion to keep Pastor Dale's allowance the same as last year and to approve this amount. The motion was seconded by Quentin Knaak. All in favor and motion carried.

Pastor Katie

- Before the year begins, each ordained minister must submit to the church council an estimate of their anticipated housing expenses. This includes all costs of maintaining a home such as house payment, real estate taxes, utilities, furnishings, repairs/maintenance, etc. Pastor Katie has requested \$34,500 be designated from her salary in 2020, and the proceeding years unless changed by a vote of the church council, as housing allowance. Mary Fahrenkamp made a motion to approve this amount. The motion was seconded by Kristin Johnson. All in favor and motion carried.
- Lots of great worship; 1st communions, baptisms, etc
- Ornament Exchange was a fun event
- Communications team is working hard- thankful we have a great staff who work well together
- Preparing for Common Hope and Marriage Retreat
- Connections Team is planning a winter event Game Night as well as a Parent's Night

Out event on February 14th.

○ **Treasurer's Report- Mary Fahrenkamp/Secretary's Report**

- MTD revenue is unfavorable to budget by (7.8k) while expenses were favorable to budget by 1.8k.
- YTD revenue is unfavorable to budget by (33k) and expenses are favorable to budget by 40k. Overall, we are favorable to budget by 6.7k but actual net operating income is unfavorable by (37k).
- November attendance is up 23% YOY

Motion to approve the November 2019 Treasurer's report as submitted by Mike Christopherson and Mary Fahrenkamp was made by Pastor Dale and seconded by Kristin Johnson. All approved and motion carried.

Motion to approve the Secretary's report for November 2019 as submitted via email by Peggy Phillipy was made by Kristin Johnson and seconded by Mary Fahrenkamp. All approved and motion carried.

● **New Business & Key Topic Discussion**

- **2020 Budget Updates-** Mike has provided an updated budget.
 - 50th Anniversary -Team has requested \$5,000 to add into budget.
 - We have a \$3,4000 assessment fee that will be added.
 - Reviews of staff have been completed-
 - Ally will be coming off her parent's insurance so that amount will increase. Now, as we hire, we will be able to offer benefit package.
 - Right now, we are staffed to maintain and not grow. We will have to inspire congregation to commit to this as we will face staff burnout if we continue at this pace. It should be 1 pastor/700 members. This will be a challenge for the years ahead.
 - In January, the congregation will need to approve budget
- **Personnel Updates-**
 - Pat will look into interim for Mary's position and contact Interserv. We would like to have someone in place by March 1st, 2020. Right now, we only have had 1 valid application and we want to have the right fit. A motion was made to approve the Search Committee for the CYF Minister by Mary Fahrenkamp. This was seconded by Scott Texley. All approved and motion carried. Pastor Dale will meet with this group initially. Pastor's will do initial interviews and then pass along to search committee.
 - Would like to create a Transition Team Task Force for Pastor Dale. (see email from Richard sent on December 14th). This should be a separate group from the Call Committee and will provide oversight thru the onboarding process of new Senior Pastor. You should send list to people via email to Richard and Pat. These should be people have a history of being strategic thinkers and will provide oversight and recommendations, host listening sessions to hear all voices. The council should weigh in on who should be involved. Please get recommendations to Richard/Pat by Sunday.

This process will be done primarily by email. (Keep in mind age groups, male/female ratio, and history with congregation.)

- **Project/Wish List-** Pastor Dale has provided quote from Audio Logic Systems to have installed updates to our sanctuary sound system and add hearing assistance devices. The total proposal is \$5,201.72. Quentin Knaak made a motion to approve this amount and move forward with installation. The motion was seconded by Scott Texley. All approved and motion carried. Installation should happen at the end of January 2020.
- **Official Acceptance of Pastor Dale's Resignation-** A motion was made by Pastor Katie to accept the resignation submitted by Pastor Dale. This was seconded by Mary Fahrenkamp. All approved. Resignation accepted.
- **LRP-** Defer
- **Ministry Updates-**

Jim Karstens, Stewardship- As of December 17th, 2019-

New Pledges- 41 \$99,250

Increase previous pledges- 20 \$20,520

Decrease previous pledges- 6 (\$42,192)

No change- 92

Total- 159 \$77,578

232 carryover

192 haven't pledged

We are to keep up the electronic giving message

For the offering statements that go out quarterly, we will add stewardship communication

Educate people

- **Closing Prayer-** Mary Fahrenkamp

Meeting adjourned at 8:03 p.m.

Respectfully Submitted – Peggy Phillipy, Secretary