

**Faith Evangelical Lutheran Church
Waconia, Minnesota**

Church Council Meeting Minutes
Tuesday, June 16, 2020 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	Role	Present	Absent
Richard Scott	President	X	
Patrick Butler	Vice President	X	
Mary Fahrenkamp	Treasurer	X	
Jessica Hartmann	Secretary	X	
Rob Dansare	Building & Maintenance	X	
Kristin Johnson	Worship & Music	X	
Jim Karstens	Stewardship	X	
Quentin Knaak	Social Outreach	X	
Aaron Kopel	IT & Communications	X	
Sue Monson-White	Connections	X	
Sarah Wilson	Faith Formation	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-** Richard Scott
- **Reading of Faith’s Mission & Vision Statement-** Richard Scott
- **Get to Know the Staff-** Christy Willis, Communications Team
- **Get to Know the Ministries-** Kristin Johnson, Worship & Music
 - The Worship & Music Committee met several weeks ago. They discussed the potential for reopening worship and how simulcasting the service could work.
 - Jenn Bostic is booked for special music for Rally Day, but at this time, specific planning for Rally Day is on hold for decisions about reopening.
 - The 50th Anniversary committee has met and all plans in-person events are on hold, although Faith’s first pastor is confirmed to do a virtual service this summer.

- Shelly is working with congregation members to offer music for online services.

Standing Monthly Reports

- **Pastors' Reports**

- Pastor Dale Peterson
 - We continue to explore different options for re-opening, but that's still a ways away as staff and church leaders continue to review recommendations from health officials.
 - Mike C. had checked with the insurance company about liability related to re-opening the church and COVID-19. He was told that as long as we are following recommended protocols, there is no extra liability. Signed waivers/releases won't be necessary.
 - One option being considered is outdoor worship with physical distancing.
 - Another option is to use Steiner Hall rather than the Sanctuary for services since it is easier to arrange the seating in that room to accommodate social distancing.
 - Some people in the congregation who are really struggling are those with dementia and their spouses. The stay at home order and lack of social connection is increasing the rate of decline for those people.
 - He continues to offer guided prayers on Monday and Friday.
 - Worship preparation – The communications team does a great job putting the virtual service together.
 - There has been a lot of discussions in staff meetings about dealing with world issues – racism, protests, etc.
 - The staff is exploring having a speaker on racism issues.
 - We will continue to stay in touch with Urban Ventures to help out in Mpls.
 - The 50th Anniversary Group is looking to postpone for a year – rebrandi the anniversary as 51 in 2021.
 - The AV team has a bid in from Audio Logic to install cameras in the sanctuary. We would like to get at least one more bid. This would allow for simulcast services.
 - Aaron is researching whether we have enough bandwidth available to simulcast services.
 - Rob D. has a possible additional service provider we could get a bid from and will provide contact information.
 - Richard inquired whether Pastor Dale would be willing to do a new letter to the congregation on the Website about the social unrest and path forward.
- Pastor Katie Escalante
 - She is continuing to write the blog – most recently trying to lift up the voices of people of color and activists
 - The BYOB women's hangouts are continuing along with the open text

studies.

- She is working with Brooke & Christy and diversify the faces that are part of worship.
- Staff is getting ready for VBX – At this time there are about 50 kids registered.

- **Secretary's Report – May Council Minutes**

- Aaron made a motion to approve the May Council Minutes as submitted. Kristin seconded. Motion approved.

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

- May month-to-date revenue was unfavorable to budget by -\$33,000 and expenses were favorable to budget by \$14,000.
- MTD net operating income was \$14,000.
- Several May expense categories had \$0 in expenses, which is to be expected with no in person services.
- Year-to-date revenue is unfavorable to budget by -\$37,000 and expenses are favorable to budget by \$32,000.
- Year-to-date net operating income is -\$20,000.
- It was fortunate that we applied for and approved the PPP loan.

Patrick made a motion to approve the Treasurer's report Jim seconded. All approved and motion carried.

- **New Business & Key Topic Discussion**

- **Project Updates/Wish List**

- The IT team is submitting a wish list request for conference speakers for group meetings. Two speakers are about \$600.
 - Patrick made a motion to approve the speakers. Aaron seconded. Motion carried.
- Staining project update – Rob reported that the ceiling above the doors was part of the quote, but the doors weren't. The stains are now slightly different colors but it is not very noticeable. He inquired whether the doors should be stripped and stained by the contractors as well or would Carl do it?
 - Need to inquire how much it would cost for the contractors to add the doors to the project. If the fee is nominal, it would be worth it.
 - Patrick will go look at the doors this week.

- **Worship Preference Survey/COVID19 Response Planning**

- The survey hasn't been finalized yet or sent to the congregation.

- We received a similar survey from another church and we may ask a few more questions that we liked from that sample
- There was discussion about the survey questions including:
 - Add - Will you be completing the survey on your behalf only or on behalf of your family.
 - Add - Which best describes your family's attitude toward returning to in-person services?
 - Change references to "sanctuary" to "indoor worship" instead.
 - Change references to music to singing (i.e. that there will be no singing).
 - Richard will help phrase the questions.
 - Substitute physical distancing for social distancing – we want to socially engage.
- We are hesitant to open too quickly with a possible second spike.
- Do we want to spend \$25,000 on cameras for the sanctuary if we are considering outdoor services?
- Covid 19 Response Plan Team
 - The Bishop has recommended that congregations develop response teams.
 - We need a group to review and address recommendations from different sources.
 - We want to create a policy and procedure for the use of the building.
 - Pastor Katie and Richard volunteered to participate in the group.
 - Any other council members who want to volunteer should reach out to Katie.
 - There was a recommendation to look outside of the council – ask congregation members to volunteer.
- **George Floyd Situation**
 - Staff is looking at the possible of booking a speaker on race issues as noted above.
 - We would like to establish a relationship with a Minneapolis business that needs rebuilding through Urban Ventures.
 - We can host forums for conversations about race without making a specific position statement.
 - Learning and self-examination should be done in conjunction with actions (collections/volunteering).
 - Relationship building is a positive way to address these issues as well – Redeemer/Cristo Obrero/Families Moving Forward
- **Transition Team & Call Committee Update**
 - The Bishop has agreed to meet with the transition team in July.
 - Patrick reported that the team is still in due diligence phase and is education itself on options.

- Patrick will lead the call committee as the chair of the personnel committee on the council.
- **Ministry Updates**
 - Rob - Building – There has been a request for portable hand sanitizer stations. Rob is sourcing those and has a possible contact who may make a donation of the station.
 - Jim – Stewardship – Mary did an excellent job of explaining monthly figures and YT. He is focusing on the 14 weeks since we started online services. We are down roughly \$40,000 compared to same time period in 2019. This is a 17% drop, which is not surprising. We are getting both good weeks and lean weeks. There has been a positive trend in the increase in electronic giving. It's increased from 35% to 54%.
 - Quintin – Social outreach –
 - June 15th the Love Inc ministry started.
 - Referring clients to the food-shelf
 - Furniture ministry - Freshwater
 - Clothing - Promise
 - Personal care item ministry – Faith, Trinity, St. Joes
 - Love Inc will be setting up a storage area in the house near the food-shelf owned by St. Joes
 - Love Inc can refer people to the different churches for help in certain areas.
 - Aaron – IT – Communications is set up on Adobe Creative Cloud, but they may need additional storage. He will do research on need/cost.
 - Sue – Connections – She connected with Christy & Brooke – They are looking at other ways to transition and connect with people other than online. One option is to have people stop by church to put together care packages for the community or to create a board for prayer cards. Other options are movie night or online bingo for families.
 - Sarah – Faith Formation – Not much to report right now. VBX is going on soon. Much of Faith Formation planning is still on hold – Rally day, etc. al
 - Continue to look for ways to get BYG and Ignite Kids involved in services too.
- Closing Prayer- Richard

Meeting adjourned at 8:01 p.m.

Respectfully Submitted – Jessica Hartmann, Secretary