

**Faith Evangelical Lutheran Church
Waconia, Minnesota**

Church Council Meeting Minutes
Tuesday, July 21, 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 6:31 p.m.

- **Opening Devotions-** Pastor Katie Escalante, Psalm 75
- **Reading of Faith's Mission & Vision Statement-** Pastor Katie
- **Get to Know the Staff-** Lisa Roddy, Bell Choir Director
 - Music is a way to get youth more involved in service.
 - Music is a critical piece to connect people to the message of the service.
 - Suggestion: Use music as a memorial. This would be a way for the church to secure rights to new music pieces without a budget impact.
 - She is constantly looking at new ways to grow the music ministry and get more people involved.

- **Get to Know the Ministries-** Quentin Knaak, Social Outreach
 - Due to COVID, there has not been much activity to report on.
 - Love, Inc. opened on June 15 and has been serving a couple of people a week. The Patriot recently interviewed organizers about the program, which should bring greater visibility to the organization. Eventually, Love, Inc. wants all of Carver County to be covered by the program.

Standing Monthly Reports

- **Pastors' Reports**
 - Pastor Dale Peterson
 - Several families have requested baptism. The Pastors are working on finding ways to figure out how to respond to requests for baptisms, weddings, etc. They want to be able to honor those requests, but also keep both staff and participants safe.
 - Staff is continuing to work on livestreaming logistics.
 - There are several outdoor gatherings scheduled, and the IT team is working to ensure that our sound system is sufficient.
 - August 2nd is the official 50th Anniversary date. The church will be mailing a bulletin from that service to all member households.
 - He is continuing to offer guided meditations.
 - An online racial justice seminar has been scheduled for August 18-20.
 - He is continuing to try to connect with Urban Ventures about possibly adopting a Minneapolis business impacted by the destruction of events surrounding George Floyd's death. He has been having difficulty making contact.
 - He has been continuing his self-education on racism and prejudice. He recommends the book "White Fragility."
 - Pastor Katie Escalante
 - It has been a busy month.
 - The marriage retreat has been postponed to January 2022.
 - Families Moving Forward has cancelled the August hosting dates.
 - Christ in the Home devotional is now out. Pastor Katie wrote devotions for the last half of July 2020.
 - Connection team efforts are continuing:
 - Muffins and sparklers & s'mores drive bys were a big success.
 - Looking for more ideas of tactile ways to connect members to the church and with each other.
 - She is continuing to write her blog.
 - Mom's connect is continuing to meet online.
 - There are two more Wednesday night hang-outs scheduled.
 - She has also been part of the Pandemic Prep team. The full report on this initiative will be given later.

- **Secretary's Report – May Council Minutes**
 - Patrick made a motion to approve the June Council Minutes as submitted. Aaron seconded. Motion approved.
- **Treasurer's Report- Mary Fahrenkamp/Secretary's Report**
 - June revenue was favorable to budget by \$49,000, due mainly by a large stock donation.
 - Expenses were favorable to budget by \$12,000. As in recent months, this is mainly due to faith formation activities, including confirmation, being on hold.
 - Net operating income in June was \$35,000.
 - Year-to-date net operating income is \$15,000.
 - Mary and Mike C. are continuing to work on the process of requesting forgiveness for the Payroll Protection Program loan.

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

- **New Business & Key Topic Discussion**
 - **Project Updates/Wish List**
 - The Pandemic Prep team has identified a need. Masks make it hard for individuals with hearing loss to follow speakers. They are recommending that the church create two plexiglass barriers that can be used to shield the Pastors and other speakers from the front of the church so that they do not need to wear masks to present the service. The cost would be \$365 for supplies. Rob will donate the labor to build the screens.
 - Richard made a motion to approve the request for \$365. Mary seconded. Motion carried.
 - Rob had previously done some work to improve the accessibility of the restrooms in the gathering space by removing the handles and adding push-plates and adjusting the hydraulics. The same process now needs to be done on the other restrooms. The cost for the supplies will be \$270 total. Rob will again donate the labor and will recruit others from the building team.
 - Aaron made a motion to approve the request for \$270. Mary seconded. Motion carried.
 - **Worship Preference Survey/COVID19 Response Planning**
 - The survey has revealed a great diversity of thought and comfort level among the respondents.
 - There seems to be good energy from respondents around the idea of outdoor worship.
 - The Pandemic Prep team has been meeting every week and is in the final stage of drafting guidelines.

- As noted earlier, there will be an outdoor service with communion held on August 2nd (50th anniversary service). Participants will bring their own communion elements.
 - Other steps under consideration/planning include:
 - Wednesday evening prayer services (outdoors)
 - Private prayer opportunities in the sanctuary
 - The discussions have included consideration that we will need to continue offering online service options – probably permanently.
 - Richard noted that positive Covid cases are increasing and some people are asking why the church is considering open while cases are still on the rise.
 - The nature of the outbreak is changing. More younger people are getting sick because they are less likely to follow the masking and distancing guidelines.
 - Our messaging needs to be that we feel we can provide in-person services safely as long as proper guidelines are being followed.
- **50th Anniversary Planning**
 - Other than the August 2nd service, most other anniversary activities have been postponed until 2021. We will celebrate 51 in 2021.
- **Transition Team & Call Committee Update**
 - Richard reported on the meeting with Bishop Ann. She had several good suggestions for the team to consider.
 - There needs to be an emphasis on transparency.
 - It's not entirely necessary to have an interim pastor if the congregation is "in a good place" now.
 - She recommended that the church cast a wide net and look at many options.
 - Creating a ministry profile will be helpful in determining the priorities for the selection process.
 - She does not recommend planning to have an overlap period with the new Pastor and Pastor Dale.
 - Book recommendation: How to Lead When You Don't Know Where You Are Going.
 - The Bishop also mentioned that in the future churches may have online only members who may not live in the church's physical community and this may be a transition for which the church should start planning.
 - The call committee remains on-hold until the transition team's due diligence is done.

○ **Ministry Updates**

- Rob - Building – We may need to re-configure the sound booth in order to facilitate social distancing.
- Kristin – Worship & Music – Jen Bostic is willing to travel for Rally Day. We are considering holding multiple services and having families sign up for a service spot.
- Jim – Stewardship – At the last meeting, he had reported a 17% drop in contributions since the pandemic had begun. Due to a large donation received in June, we have turned that trend around and are actually 4% ahead of giving compared to this same time last year. Without that gift, we would still be 15-17% below compared to 2019.
- Quintin – Social outreach – Report provided earlier.
- Aaron – IT – There was a meeting with Twin Cities Sound about streaming technology options. He now has a better understanding of the complexity of the streaming. We are also looking at getting a portable sound system to offer greater flexibility.
- Sue – Connections – The connections group continues to brainstorm ways to keep people connected.
 - They are looking into the possibility of getting an outdoor screened in tent to allow small groups (4-5 people) to meet outdoors.
 - They are also looking for more events like the muffing drive by – possibly by age group.
 - Also considering creating a pen pal program to connect youth and seniors from the congregation.
 - Another idea is to create Covid care packages for people who get sick. Packages would include items such as Lysol wipes and packaged food.
- Sarah – Faith Formation – Sarah was not present so Pastor Katie provided an update. Summer Stretch will be an “at home” program this year. Shannon is looking ahead to the fall programming, but is waiting for more information about what the schools will be doing before making any final decisions.

○ Closing Prayer- Pastor Katie

Meeting adjourned at 8:01 p.m.

Respectfully Submitted – Jessica Hartmann, Secretary