

**Faith Evangelical Lutheran Church**  
**Waconia, Minnesota**  
 Church Council Meeting Minutes  
 Tuesday, October 20, 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.*

<b>Council Members</b>	<b>Role</b>	<b>Present</b>	<b>Absent</b>
Richard Scott	President	<b>X</b>	
Patrick Butler	Vice President	<b>X</b>	
Mary Fahrenkamp	Treasurer	<b>X</b>	
Jessica Hartmann	Secretary	<b>X</b>	
Rob Dansare	Building & Maintenance	<b>X</b>	
Kristin Johnson	Worship & Music	<b>X</b>	
Jim Karstens	Stewardship	<b>X</b>	
Quentin Knaak	Social Outreach	<b>X</b>	
Aaron Kopel	IT & Communications	<b>X</b>	<b>X</b>
Sue Monson-White	Connections	<b>X</b>	
Sarah Wilson	Faith Formation	<b>X</b>	
Dale Peterson	Sr. Pastor	<b>X</b>	
Katie Escalante	Associate Pastor	<b>X</b>	

The meeting was called to order by Richard Scott at 6:33 p.m.

- **Opening Devotions-** Quentin Knaak
- **Reading of Faith’s Mission & Vision Statement-** Quentin Knaak
- **Get to Know the Staff-** Shelly Hilgers
  - Shelly discussed her extensive tenure with the church (going back to 1987 when she was a junior in high school) and her role, which is primarily as the piano player, but includes other responsibilities as well.
  - Shelly indicated that although the situation with Covid has caused a disruption to the musical aspects of the church service, it has also inspired a lot of adaptation and creativity.
  - She is looking forward to getting more guest musicians involved in the service after Covid and also to offering more musical variety.

## **Get to Know the Ministries- Jim Karstens, Stewardship**

- Jim noted the mission of the Stewardship committee as defined in the church bylaws. He suggested that the section may need some revision and modernizing. There was discussion of this issue and Patrick requested that each ministry area review their section of the bylaws before the June meeting.
- Jim also discussed the annual stewardship campaign and noted that Covid has forced the committee to think differently about how to communicate with the congregation. They have put a video campaign in place and will be kicking it off on Sunday, November 1.

## **Standing Monthly Reports**

### **• Pastors' Reports**

- Pastor Dale Peterson
  - The confirmation service will be held on Sunday. There really is a huge difference in the maturity of the kids this time since they are 10<sup>th</sup> graders rather than 9<sup>th</sup> graders. Their Faith Statements have been really interesting and diverse.
    - Richard asked if some of the confirmation faith statement could be shared with the congregation. Pastor Dale will look into it.
  - We continue to work on improving the sound, projection and livestreaming aspects of the service. We will need more volunteers in this area.
  - He is doing one guided prayer session per week which is held live in the sanctuary and also recorded for online viewers.
  - We've had two weeks of in-person worship. Everything has been well organized and safe.
  - He is also doing more socially distanced 1 on 1 meetings with members.
  - He is concerned about the impact of pandemic fatigue on the staff.
- Pastor Katie Escalante
  - She is also helping with confirmation student interview.
  - There was a lot of work that had to be done to get ready for indoor services and she wants to recognize the staff for the incredible work they did in preparing.
  - Livestreaming had some early bumps, but is now going well.
  - She is continuing to work with small groups.
  - Baptism and 1<sup>st</sup> Communion classes are being planned.

### **• Secretary's Report – September Council Minutes**

- Patrick made a motion to approve the September Council Minutes as submitted. Mary seconded. Motion approved.

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

- Overview:
  - September was a good month financially.
  - September MTD operating income is 2.4K.
  - YTD operating income is (6.4K)
  - YTD revenue is unfavorable to budget (58K) and expenses are favorable to budget 82K.
- In early October we received notice that our PPP loan was 100% forgiven.
- We are researching whether there would be benefit in refinancing the mortgage. Mary and Mike C. will investigate.
- Richard asked Mary to put together notes for the newsletter on financial updates for the congregation.
- Rob made a motion to approve the Treasurer's report. Kristin seconded. Motion carried.

- **New Business & Key Topic Discussion**

- **Project Updates/Wish List**

- Pastor Dale explained the need for a new audio mixer/soundboard system.
  - This would be a smaller digital board which would automatically set the sound levels for livestreaming and would be easier for volunteers to use.
  - The cost of \$2300 would include soundboard and installation.
  - Patrick made a motion to approve the funds for the soundboard to be taken from the excess congregational revenue which had accrued while staff was being paid with the PPP funds. Rob seconded. Motion carried.

- **Budget Process**

- Mike C. will be sending out the budgeting templates to the Council members.
- Don't focus on 2020 actuals for expenses since 2020 was not a typical year.
- Consider additional costs that may be incurred due to Covid.
- Rob questioned whether the church has a fund to help pay for wear and tear repairs on equipment like air conditioners. We do not.
  - Mary suggested that Rob add a line item to his budget that would include a set dollar amount per month to set aside for special project maintenance (not standard maintenance).
  - We need to be planning for future capital expenditures.

- **COVID19 Response Planning**

- Plans are pretty much in place now.
- People feel safe in church and can trust that the church is doing the right thing.

- **Transition Team & Call Committee Update**
  - The transition team has met with a number of consultants from the Synod about the call process.
  - There is value in reaching out to staff and volunteer leaders to determine the traits they value in a senior pastor.
  - The key question is whether or not we need a transitional pastor. They are doing due diligence on this particular issue.
  - The call committee will be formed once the transition team makes recommendations.
  
- **Ministry Updates**
  - Rob - Building – The snowplowing contractor has been selected. There will be no rate increase this year. We are also fixing the parking lot lights. The plexiglass screens for the worship space are completed. Fall cleanup had to be cancelled due to the early snowstorm – there will be a spring clean up instead.
  - Kristin – Worship & Music – Shelly covered this area well with her previous comments Kristin is excited about the opportunities provided by the livestreaming equipment.
  - Jim – Stewardship – We had been tracking about 15% last year in giving, but with September being a strong month, we are now only about 11% behind year to date.
  - Quintin – Social outreach – The start up for Love Inc has been slow due to Covid. The Social outreach committee is talking to Redeemer about how to handle the Christmas store this year. The Giving Tree ornament tree will not be happening this year. The group is looking into the possibility of giving gifts to isolated seniors.
  - Aaron – IT – Aaron was not present. Katie noted that we are planning for an online November congregational meeting.
  - Sue – Connections – The Covid version of the Fall Festival was very successful.
  - Sarah – Faith Formation – Fall Faith Formation groups are getting into a new routine. More volunteers are needed.
  
- Closing Prayer- Quentin Knaak

Meeting adjourned at 8:00 p.m.

Respectfully Submitted – Jessica Hartmann, Secretary