

**Faith Lutheran Church
Council Meeting
Tuesday, December 15, 2020 – 6:30 pm
Minutes**

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 6:33 p.m.

- **Opening Devotions** – Sarah Wilson
- **Reading of Faith’s Mission & Vision Statement** – Sarah Wilson
- **Get to Know the Staff** – Peggy Phillipy
 - Peggy was scheduled to be at the Council meeting, but had a last minute conflict with her second job. She will be rescheduled to a later meeting date.
- **Transition Team Presentation** – Bill Goergen
 - Guest speaker Bill Goergen, co-chair of the transition team, presented the Council with the team’s research and recommendations.
 - The team conducted extensive research on the pastoral transition process including reading books, conducting interviews with synod and other resources, and conducting a survey of the staff and key volunteers.
 - The biggest question the team contemplated was whether the church should utilize an interim pastor or work on calling a permanent pastor. *The recommendation is to proceed with filling the position with a permanent pastor.*
 - The vision for the transition process is two-fold:
 - Member facing transition – *The team is recommending a “clean break” with little or no overlap between Pastor Dale and the new pastor.*

- Behind the scenes knowledge transfer – *The team is recommending that the new pastor be allowed to define how the knowledge transfer is managed.*
 - It is important to understand that Pastor Dale can be available to key staff and/or Council members for business related questions during the early part of the transition. However, pastoral care must be a clean break.
 - The transition team’s survey of stakeholders focused on the key characteristics that would be important in a new pastor. The following were the top answers:
 - Inspiring preacher/teacher
 - Vision caster
 - Business management skills – the ability to oversee operations of a corporate-sized church.
 - Other considerations:
 - The Call Committee should cast a wide net
 - Think about the needs of the church of 2022 (not 2019) – the world is forever changed due to Covid and the church’s vision will need to change as well.
 - Think about growing engagement beyond our walls.
 - There was discussion and feedback from the Council on the presentation:
 - Communications and transparency with the congregation will be the key to a successful transition.
- **Get to Know the Ministries** – Building & Maintenance – Rob Dansare
 - Rob talked about his background in maintenance and how he is able to use those skills through this ministry group.
 - The building needs have been minimal this year due to the Covid closures and limitations on building use.

Standing Monthly Reports

- **Pastor’s Reports**
 - Pastor Dale Peterson
 - The last few weeks have been very busy with worship preparation for Advent and Christmas, etc.
 - The livestreaming volunteers have been fantastic and that process is going smoother each week.
 - Ally Klug will be leaving the youth minister position at the end of the month.
 - She will preach the sermon this coming Sunday and there will be a drive through “thank you” for her.
 - The search committee has been formed and is working on identifying a replacement.
 - There is one candidate for the position at this time Thanks to everyone with their help regarding the congregational meeting,
 - Pastor Katie Escalante
 - There have been two successful events in recent weeks.
 - The distribution of Advent-at-Home kits
 - Jenn Bostic concert
 - The staff has been discussing how to revamp the BYG and Ignite programming. They are finding that after the kids are on Zoom calls all day long for school, spending another hour to 90 minutes in the evening online can be very difficult.

- **Secretary Report – November 2020 Council Minutes**
 - Patrick made a motion to approve the September Council Minutes as submitted. Aaron seconded. Motion approved.

- **Treasurer’s Report – Mary Fahrenkamp**
 - Mary was absent.
 - Patrick noted that the budget draft is prepared. The Council will review and approve the budget next month and then recommend it to the congregation for formal approval at the January Congregational meeting scheduled for January 25.
 - The formal treasurer’s report of the November financials will be approved at the next meeting.

- **New Business & Key Topic Discussions**
 - **Project Updates/Wish List** – There were none to discuss.

 - **Transition Team**
 - Bill G’s report covered this topic thoroughly.
 - The next step will be to select a nine member call committee.

 - **Covid Update** – Pastor Katie
 - Services will still be online for some time based on the infection rate trends locally.
 - Governor Walz will be giving an update tomorrow and the team will review and determine what impact, if any, new guidelines may have on our operations.

 - **January All Congregational Meeting**
 - Patrick is putting a tentative agenda together.

 - **Ministry Updates**
 - Rob – Building & Maintenance – All has been quiet. Carl reports that all is well with the building.
 - Kristin – Worship & Music – The Christmas prep has been the main focus of this group. The Jenn Bostic concert was a huge success.
 - Jim – Stewardship – The pledge drive resulted in 148 responses of which 115 were reaffirming current giving levels, 5 indicated an increase and 8 a decrease.
 - Quentin – Social Outreach – Instead of donating items for the Redeemer Christmas store this year, we are donating gift cards. The church did collect items to donate to location seniors at nursing homes and assisted living to help brighten their holidays. Love Inc reports that the number of clients is increasing.
 - Aaron – IT & Communications – These activities were covered by Pastor Dale and Pastor Katie’s reports. Livestreaming has been the main focus.
 - Aaron did note that he’s been on the Council for seven years now and he believes the term limit is six. It is time to look for a replacement to lead this ministry.
 - Sue – Connections – The goal is to host one drive through event each month. In place of the traditional women’s ornament exchange, they are hosting a recipe exchange instead.

- Sarah – Faith Formation – As noted earlier, the main activities in this are managing the transition with Ally leaving and working to find a more engaging way to offer BYG and Ignite during the Covid period.

- Closing Prayer – Sarah Wilson

Meeting adjourned at 8:08 p.m.

Respectfully submitted – Jessica Hartmann, Secretary

- Key Discussion Topic(s):
 - Project Updates/Wish List
 - “Seeding” the special maintenance fund
 - Motion was made to Zero out Archer & Sudheimer charitable gift accounts and combine them to create “seed” a new Special Maintenance/Capital Expenditure Fund with a beginning balance of \$21,527.98
 - Motion to Approve above – by Pat Butler, 2nd by Mary Farenkamp, Motion Carries
 - Another motion to was put forth that the Building and Ministry Committee develop structure with guidelines on how to budget, depreciate expenses, spend and utilize those dollars (in accordance with the bylaws) in the Special Maintenance/Capital Expenditures Fund to be voted on at January 2021 Council Meeting.
 - Motion to Approve above – by Quentin Knaak, 2nd by Aaron Kopell, Motion Carries
 - Budget Process
 - Mike sent out emails this morning –
 - Missing Powered by Faith receipts – Jim will get in touch with Mike C – estimate of receipts for next year
 - Numbers for Personnel- Pat to follow up
 - Council Budget – which includes dollars set aside for Sr. Pastor Call process – Pat to follow up and create line item for \$5000
 - COVID-19 Preparedness Team Update
 - Pastor Katie – last/summer rubric was set in place with threshold in place as to when to move back to online (30) as of last Thursday the county was at 39 – the call was made a bit early with the thanks of live data and numbers continue to rise.
 - Congregants and Staff logically understand it is the safe and ethical thing that needs to be done – but our hearts are broken that we can’t be together in person
 - It is our duty to love our neighbors by keeping them safe and at home.
 - Plans to implement many different offerings
 - Transition Team and Call Committee Update
 - Pat Butler – after collecting and analyzing the data received from surveys and follow up meetings that will be sent out shortly to staff and key leaders the transition team will have all pieces in place and will be ready to make their decisions and recommendations to the call committee
 - Application process for call committee members is closed – we received 15 applicants during the time the window was open – and will need to condense those down to 9
 - Call committee will be formed in January
 - Ministry Updates
 - Pat for Building– rough season (as with everyone) – canceled fall/spring cleanups – he and Pastor Dale met with Carl – church is being well maintained – things are going well
 - Kristen – Worship and Music continue to live stream services,

- Considering having Prime Time worship doing a Wednesday recording – just a mid-week pick me up - as live stream doesn't work well in Steiner Hall
 - Jenn Bostic Concert -Shelly is donating CD's for the first 50 people that drive through on the day of the concert and everyone that drives through will get a gift.
 - Christmas - service will be pre-recorded, Shannon Anderson will record a children's service, poinsettias are available and Kristin Brulleman getting decorations for sanctuary.
 - Link to advent devotions
 - Hoping to have a parking lot Silent Night short service with a couple hymns, prayers and drive through communion
 - Jim – stewardship – only a few more days left of the campaign – thanks to Pastor Dales for his message on giving and calling out the need to help our ministry partner Christer Obrero & thanks to Pastor Katie for her energy and creativity.
 - Offering envelopes will go our quarterly (instead of every two months)
 - Quentin – Social Outreach –
 - Love Inc meeting this coming Thursday – covering their expansion in Waconia and general business update – a couple more families from Faith planning on attending
 - Christmas –
 - Redeemer – can't do the same giving tree as we have in the past – so we are collecting gift cards to give to them
 - <https://www.signupgenius.com/go/8050c4daba62ba5fe3-redeemer>
 - Also Collecting items – to give to senior housing residents
 - <https://www.signupgenius.com/go/8050c4daba62ba5fe3-senior>
 - Foodshelf – prayers for transition
 - Common Hope – on line giving tree – Mary received and email and will send it to Brooke & Christy
 - Aaron – IT Communications – just be cognizant of online fatigue – and continue to be as creative as we can be – safely mix it up
 - Connections -Pastor Katie for Sue– hope to have one drive through per month as they have been successful and safe and create many touch points
 - Sarah – Faith Formation - as Pastor Dale mention and letters went out – Ally resigned and will be done at the end of December, and echoed – Aaron's sentiments – it will be a challenge to keep the kids engaged online. Especially that now both school and church are both onlin
- Other
 - To be recorded in the minutes the Motion following was approved by council via email to - "This congregation may hold meetings by remote communication, including electronically and by telephone conference, as long as there is an opportunity for simultaneous aural communication. Notice of all meetings may be provided electronically."
 - Jim Karstens moved, Pat Butler provided 2nd – passed unanimously
 - The Executive Team will discuss next steps regarding reviewing and modifying our By-Laws to accommodate this option long term. We will have to go through a series of steps with that process.

- Closing – Personal Prayer- Richard Scott
- Adjourn 8:08 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.