

# Faith Evangelical Lutheran Church- Waconia, Minnesota

## Congregational Meeting Minutes

Monday, January 25, 2021

**Mission:** To Learn, Serve, and Share the Gospel of Jesus Christ.

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

**Inclusive Grace. Contagious Love.**

**Call to Order:** The congregational meeting was called to order by Richard Scott, Council President at 7:03 p.m. on Monday, January 25, 2021.

**Prayer:** Pastor Dale Peterson opened the meeting with prayer.

**Approval of November 16, 2020 Minutes:** Patrick Butler made a motion to accept the November minutes as presented. Mary Fahrenkamp seconded. Motion carried.

**Bylaws Update:** Richard Scott reviewed the change to the Bylaws that had previously been approved by the Church Council, which allows for virtual meetings. The motion presented read as follows:

*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.*

Donald Check made the motion as noted above. Bill Goergen seconded. Motion carried.

### **Pastor's Reports:**

#### *Pastor Katie Escalante*

Pastor Katie discussed the technology upgrades that have been undertaken – including a new soundboard and lighting system – which sets Faith up to provide quality livestreaming for the future. She also commented on the ongoing Connections ministry which continues to connect with members in unique ways throughout the pandemic. The Connections ministry is offering Covid Care Kits to any member impacted by a Covid diagnosis and is also planning for Lent at Home kits.

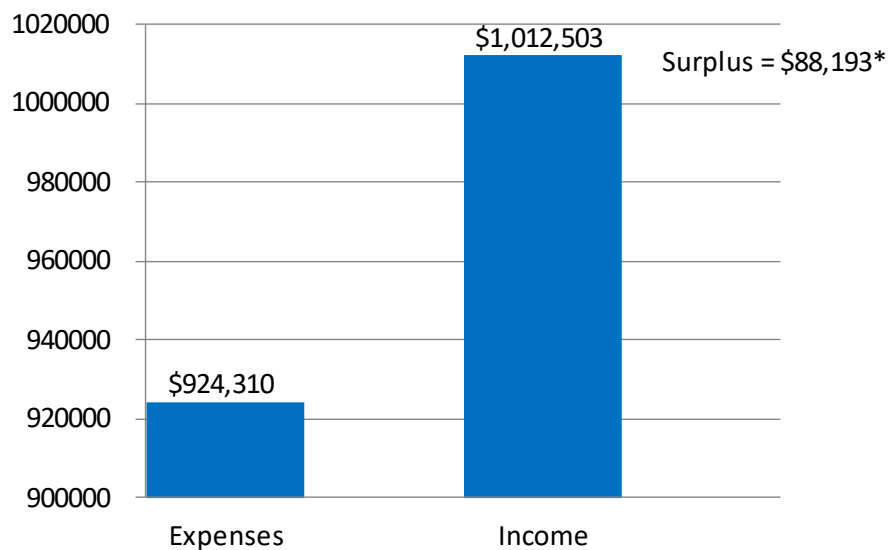
*Pastor Dale Peterson*

Pastor Dale thanked the congregation members for their ongoing support over the last year. 2020 had challenges, but also many blessings. All seven of Faith’s ministry areas have been strong throughout the pandemic. It was also a year of letting go – for example, having to postpone the 50<sup>th</sup> Anniversary celebration. He noted that with Ally Klug’s departure, he and Pastor Katie are covering the confirmation classes until a replacement is hired.

**YTD Financial Update:** Mary Fahrenkamp, Treasurer, reviewed the financials.

- Despite the challenges of Covid, 2020 was a good news story for Faith financially.
- The ministries were good stewards of the congregations’ resources.
- The Paycheck Protection Program ensured that the church staff was able to continue to serve the congregation’s needs and the church’s mission.
  - The PPP Loan covered salary expenses May-July and helped to keep the full-time staff at full-time work levels.
  - This also ensured that congregational giving was available to continue the ministries as planned and to fulfill our mission both inside and outside our walls.
- The church ended the year with a surplus of \$88,193.

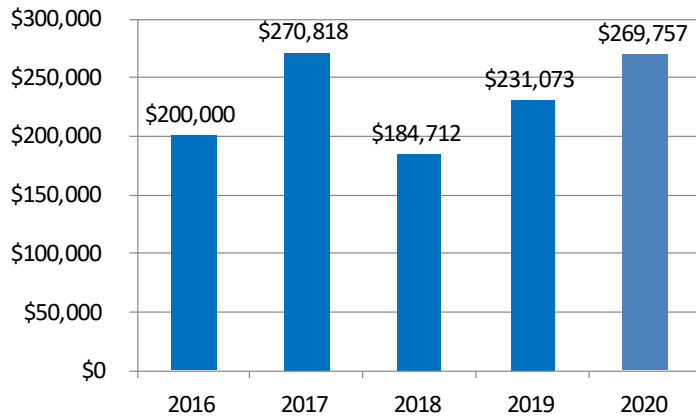
## FELC 2020 Income vs Expense



\*\$88,193 includes the PPP loan received in May 2020.  
Backing out the loan results in an actual surplus of \$3,393.



## FELC Total Year End Cash Balance Checking + Savings Account



**2021 Budget:** Mary Fahrenkamp also provided the review of the proposed 2021 budget.

- The revenue projection is similar to 2020.
- On the expense side, there is an increase for personnel, but decreases in ministry expenses due to the ongoing Covid impact.

## FELC Estimated Income Budget - 2021

	2020 Actual	2020 Budget	2021 Proposed Budget	2020 vs. 2021
<b>Revenues</b>				
Offering	\$916,927.00	\$965,300.00	\$975,000.00	\$9,700.00
Miscellaneous Receipts	\$1,471.00	\$4,800.00	\$3,400.00	(\$1,400.00)
Christian Education Receipts	\$6,004.00	\$24,750.00	\$23,000.00	(\$1,750.00)
Youth Receipts	<u>\$3,301.00</u>	<u>\$32,800.00</u>	<u>\$15,500.00</u>	<u>(\$17,300.00)</u>
<b>Total Revenues</b>	\$927,703.00	\$1,027,650.00	\$1,016,900.00	(\$10,750.00)



# FELC Estimated Expense Budget - 2021

	2020 Actual	2020 Budget	2021 Proposed Budget	2020 vs. 2021
<b>Expenses</b>				
Benevolence / Social Outreach	\$34,627.00	\$35,500.00	\$34,750.00	(\$750.00)
IT / Communications	\$20,442.00	\$25,757.00	\$27,544.00	\$1,787.00
Kitchen	\$996.00	\$950.00	\$950.00	\$0.00
Personnel	\$573,585.00	\$598,074.00	\$608,118.00	\$10,044.00
Administrative Supplies	\$12,646.00	\$13,700.00	\$12,700.00	(\$1,000.00)
Church Council	\$162.00	\$1,000.00	\$6,000.00	\$5,000.00
Christian Education	\$2,420.00	\$17,550.00	\$12,250.00	(\$5,300.00)
Stewardship	\$2,889.00	\$4,000.00	\$4,000.00	\$0.00
Worship / Music	\$5,870.00	\$8,880.00	\$5,680.00	(\$3,200.00)
Connections	\$5,028.00	\$10,200.00	\$10,200.00	\$0.00
Property	\$55,946.00	\$76,910.00	\$76,275.00	(\$635.00)
Youth	\$6,959.00	\$30,550.00	\$15,500.00	(\$15,050.00)
<b>Total Expenses</b>	<b>\$721,570.00</b>	<b>\$823,071.00</b>	<b>\$813,967.00</b>	<b>(\$9,104.00)</b>



## FELC 2021 Budget Summary

	Proposed Budget
<b>Total Income</b>	<b>\$1,016,900.00</b>
<b>Total Ministry Expenses</b>	<b>\$813,967.00</b>
<b>Total Mortgage</b>	<b>\$202,740.00</b>
<b>Total Expenses + Mortgage</b>	<b>\$1,016,707.00</b>
<b>Difference</b>	<b>\$193.00</b>



Tim Looby made a motion to approve the Faith Evangelical Lutheran Church 2021 Operational and Mortgage Budget in the amount of approximately \$1,016,707. Doug Scholla seconded. Motion carried.

**Personnel Update:** Pastor Dale noted that Faith is blessed with a great staff. Ally Klug left the position of Family & Youth Minister at the end of December to continue attending seminar full time. A search committee has been formed and is currently interviewing one candidate. Patrick Butler, chair of the Personnel Committee, also noted that staff is tremendous and the church has been fortunate to be able to keep everyone employed during the pandemic.

**Transition Team:** Bill Goergen, chair of the Transition Team, provided an update on the team's work and the extensive research and review process they had undertaken. The Transition Team is recommending the following:

- Proceed with filling the Senior Pastor Position with a permanent pastor
- A clean break with little or no overlap between Pastor Dale and the new Senior Pastor

**Call Committee:** Patrick Butler provided an overview of the next steps of the call process. The Church Council has appointed a nine person call committee with an additional youth representative and two ex officio positions to make a total of twelve.

**Covid 19 Update:** Richard Scott provided an update from the pandemic response team. Faith will begin offering in-person services again, with reduced capacity. Congregation members must register to attend to ensure proper protocols are maintained. Livestreaming and on-demand access to the services will continue. Youth education is also returning to in-person.

**Closing Prayer and Adjournment:** Pastor Katie provided the closing prayer.

Meeting adjourned at 7:40 p.m.