

**Faith Lutheran Church
Council Meeting
Tuesday, October 19, 2021 – 6:30 pm
Minutes**

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
Patrick Butler	President	X	
Bill Goergen	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	
Chuck Bies	Social Outreach		X
Travis Dreier	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 Patrick Butler at 6:34 p.m.

- **Opening Devotions** – Patrick Butler – Let Go & Let God
- **Reading of Faith’s Mission & Vision Statement** – Patrick Butler
- **Get to Know the Staff** – Shelly Hilgers
 - Shelly started working at Faith when she was in high school and this fall it will be 34 years.
 - The music groups are starting up after 18 months of not practicing/performing due to Covid. The Bell Choir and Faith Choir have been practicing. The youth choirs don’t have enough involvement yet to get started.
 - We’ve had several great special events so far this fall with the author event with Jacqueline Busse and the musical event with Lori Line.

- **Get to Know the Ministries** – Stewardship – Jim Karstens
 - The committee is hard at work planning the pledge drive campaign with Tara Koosman and Jesse Bergstrum as co-chairs.
 - This year will be a one-year campaign instead of a three year campaign because there is so much transition happening now with Pastor Dale retiring and Covid continuing to impact church offerings.
 - The theme is I (heart) Faith.
 - The campaign will run for three weeks, starting on Oct. 31.
 - The messaging for the campaign will focus around youth, music, service and community.
 - This is a very challenging financial time, but the committee has great enthusiasm which they hope will flow through to the congregation.
 - Jim circulated a flyer that will be distributed as part of the campaign.
 - There was discussion about the flyer, which still needs edits – such as more recent data.
 - The Executive Committee should review the flyer before it goes to the congregation.
 - There will also be a letter that goes with the flyer.
 - There was discussion about the previous use of an outside consultant and why that option was not pursued this year. Essentially, based on past experience, there hasn't been enough return on the investment.
 - There was discussion about the fundraising goal and a need to keep the goal realistic given the current economic circumstances. It was recommended that a goal not be publicized.
 - Jim noted that he's been on the Stewardship committee for three years and that it's a good program with good people involved.

Standing Monthly Reports

- **Pastors' Reports**

- Pastor Dale Peterson
 - He is recovering well from his accident and is feeling better every day.
 - He has been working on the Stewardship campaign with Jim's committee and on other end of the year appeals for giving.
 - On Oct. 7-9 he attended a Faith in Addiction conference.
 - Last weekend was the confirmation retreat for 7th and 8th graders.
 - He will be retiring two months from the date of this meeting. He's been working on his retirement preparation.
 - The new pastor book study group is reading Dusk, Night, Dawn.
 - It has been a challenge in these turbulent times to balance the various views and political stances of the congregation members. Faith has always found room for everyone to be comfortable, but that's become more of a challenge as views become more polarized in society. On Nov. 7 at 6 p.m., Faith will be hosting a discussion giving an alternative view on systematic racism featuring speakers from Take Charge Minn.
- Pastor Katie Escalante – Is on maternity leave. No report.

- **Secretary Report – September 2021 Council Minutes**
 - Kristen made a motion to approve the September council minutes as written. Bill seconded. Motion carried.

- **Treasurer’s Report**
 - YTD Net operating income is (51K)
 - YTD budget comparisons: Revenue is unfavorable to budget by (90K) and expenses are favorable by 62K.
 - MTD Net operating income is (38K).
 - MTD budget comparisons: Revenue is unfavorable to budget by (32K) and expenses are unfavorable by (1K).
 - There was a call to action in the services and in a special email to the congregation to make members aware of the shortfall and to ask for extra giving.
 - Mary is looking into options to open a line of equity.
 - The different ministries areas should have received the budget worksheets. We are asking the Council to be very diligent about their budgeting due to the potential 2021 shortfall.
 - Kristen made a motion to approve the treasurer’s report. Jim seconded. Motion carried.

- **New Business & Key Topic Discussions**
 - **Project Updates/Wish List**
 - From the properties committee – the storage shed request would cost approximately \$3,000. Patrick has put this request on hold until spring. In the meantime, he will store some of the equipment at his home.

 - **Call Committee & Approval of Ministry Site Profile**
 - There are now multiple interested candidates.
 - The committee is working with the synod to identify a bridging pastor for short term coverage with a hopeful start date of December 1. The Executive Committee has authorized the funds for this.
 - The congregation should be updated on the status of the project. Although updates are regularly added to the Website, many people may not be looking there.

 - **Status of the Congregation Connector Position**
 - There have not been any applicants after over a month of posting the position.
 - We are going to postpone the hire due to the current budget situation.
 - We may need to change the expectation/requirement that the person be at every Wednesday night/Sunday morning service. This may be keeping people from applying.
 - Staff is doing their best to cover these duties along with some volunteer help.

 - **Covid Update**
 - No new updates at this time.

 - **Ministry Updates**
 - Chuck – Social Outreach – Although he was not present for the meeting, Chuck had provided an update via email:
 - Cristo Obrero is looking for tutors for their after school program in Chaska
 - Waconia Food Shelf is looking for volunteers for their remodel project

which is underway and should be complete the first week of November.

- Waconia Food Shelf is looking for drivers for their mobile delivery program the 3rd Wednesday of the month.
 - Kristin – Worship & Music – Music groups are up and running other than the children’s choirs. The 50th Anniversary activities are wrapped up. There was a question about the budget for special music. Mary is going to review the budget and get back to Kristen and Shelly.
 - Sue – Connections – Sue was not present. No update.
 - Travis – IT & Communications – There was a problem with he sound system last week, but it has been fixed.
 - Jim – Stewardship – Jim suggests that we start giving the congregation very basic financial information in the bulletin on a monthly basis.
 - Sarah – Faith Formation – Sarah was not present, no update.
 - Rob – Building & Maintenance – Rob was not present, no update.
- **Other Business**
 - None
 - Closing Prayer – Patrick Butler

Meeting adjourned at 8:10 p.m.

Respectfully submitted – Jessica Hartmann, Secretary