

**Faith Lutheran Church
Council Meeting
Tuesday, May 16, 2023 – 6:30 pm
Minutes**

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.

Council Members	Role	Present	Absent
Pat Butler	President		X
Bill Goergen	Vice President	X	
Dave Horstmann	Treasurer	X	
Jessica Hartmann	Secretary	X	
Rob Dansare	Building & Maintenance		X
Karin Rood	Worship & Music	X	
Jesse Bergstrom	Stewardship		X
Chuck Bies	Social Outreach		X
Travis Dreier	IT & Communications	X	
Sarah Wilson	Faith Formation	X	
Pastor Katie Escalante	Associate Pastor	X	
Pastor Adam White	Senior Pastor		X

- The meeting was called to order by Bill Goergen at 6:30 p.m.
- **Opening Devotions** – Pastor Katie Escalante
- **Ministry Stories** – Council
- **Reading of Faith’s Mission & Vision Statement** – Pastor Katie Escalante
- **Get to Know the Staff** – None this month
- **Get to Know the Ministries – Karin Rood – Worship & Music**
 - Worship and music committee meets monthly
 - Committee provides input from lay people on worship
 - The committee has had discussions about communion practices, Lent services, the offering process, etc.

- **Pastors' Reports**

- Pastor Adam – Submitted a written report highlighting the following initiatives:
 - ***Wednesday Summer Worship.*** We've continued to lay the groundwork for Wednesday Summer services. Our volunteer team coordinators are taking responsibility for their roles. We now have almost all of the Wednesday services planned. We've also purchased our canopy, grill, and sound system. We've also worked diligently to communicate this new worship opportunity with the congregation—and we will continue to work to share it with the larger community.
 - ***Expressions of Care Ministry.*** Over the last couple of months, we've identified a cluster of needs around lay pastoral care, including: home visitation, in home communion, and commendation for the dying. We've begun convening a working group to identify lay caregivers, providing them training, and sending them out into the congregation. As I prepare for another funeral of a first-generation Faith member, I am increasingly aware that our congregation's vitality will be tied to our capacity to minister to our aging members.
 - ***Reimagining Communications.*** In March we had a communications retreat. At the retreat we focused on retooling and reorienting our communications approach to a storytelling model. This month we're going to begin to see some news fruits of this approach with a mailed newsletter. We're wanting to better articulate how ministry impacts lives.
 - ***Programmatic Visioning.*** The program staff recently had a brief retreat at Green Lake to develop goals and scope and sequence for Christian formation from birth to death. This retreat yields several likely changes in programs going forward. I'm excited about our conversations and what will develop from them.
- Pastor Katie
 - Has been working with Pastor Adam on the initiatives outlined in his report.
 - She's taking a leadership role with Pastor Jim on the care and compassion ministry – trying to build up a lay team for Eucharistic visits, etc.
 - Communications roles shifting with staffing changes – Pastor Katie and Pastor Adam are both helping with this transition
 - The pastors held a program staff retreat with Shane and Shannon.
 - We had a successful grounds cleanup event on Saturday despite the rain and also hosted a wedding.
 - Still working on Realm transition – call lists were distributed to council members with the goal of having all calls made and everyone transitioned to Realm by the next Council meeting.

- **Secretary Report – April 2023 Council Minutes**

- o Jessica noted that, after the draft minutes were distributed, the dates in the header were fixed to say 2023 rather than 2022. Dave moved to approve the minutes as amended. Sarah seconded. Motion carried.

- **Treasurer's Report**

- o Offering is running behind budget after four months by about \$15,000. Expenses aren't far off budget overall, but there are large variances in April due to confirmation (youth expenses), the youth pilgrimage deposit and couples retreat expenses.
- o Sarah made a motion to approve the April financial report as presented. Karin seconded. Motion carried.
- o Endowment Fund
 - Dave reviewed the three different resolutions proposed by the endowment committee. There was discussion about the purpose of the endowment and the history of it's management as well as it's financial standing as of the end of the first quarter of 2023.
 - Sarah made a motion to approve the following proposed distributions from the endowment fund as recommended by the Endowment Committee:
 - o Faith Church Taize trip staff expense \$1,000
 - o ELCA Disaster Relief \$500 ELCA Good Gifts \$500
 - o Love Inc. – Carver County \$500
 - o Faith Church Capital Improvement Fund \$500Travis seconded this motion. Motion carried.
 - Dave made a motion to authorize church officers to close the Thrivent investment accounts holding Endowment Funds as recommended by the Endowment Committee. Karin seconded. Motion carried.
 - Travis made a motion to authorize church officers to open a Vanguard investment account for the Endowment Funds as recommended by the Endowment Committee. Karin seconded. Motion carried.
- o Cemetery Fund
 - Dave presented the quarterly report on the Cemetery Fund.
- o Dave made a motion to receive the endowment report and the cemetery report as presented. Sarah seconded. Motion carried.
- o Dave referenced the Audit report which was submitted to the council via email prior to the meeting. The council will fully review the audit report and recommendations at a meeting later this summer.
 - Dave made a motion to receive the audit report with the stipulation that the council will review it at the July meeting or the first meeting thereafter if no meeting is held in July. Karin seconded. Motion carried.
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- **Key Topic Discussions**

- o **Constitution Update - Bill**
 - This process has lost some momentum with the communications with the synod.
 - We are still holding for feedback from Pastor Peterson on two issues.
- o **Council Recruitment**
 - Bill will reach out to Pat and Pastor Adam for an update

- **Background Check/Youth Protection Training – Pastor Katie**
 - The council reviewed the research and recommendation prepared by Shannon regarding the re-establishment of background checks for volunteers working with youth.
 - Dave made a motion to move forward with the Protect My Ministry Plus service to conduct background checks on all volunteers working with youth beginning in Fall 2023. Sarah seconded. Motion carried. The frequency of rechecks will still need to be determined based on research into the requirements of our insurance policy.
 - We may need to revise the Child Protection Policy generally to match actual processes (applications, interviews, etc. are referenced in the policy). Bill will reach out to past president Richard Scott to find out what the origin of the existing policy was.

- **Summer Wednesday Worship – Pastor Katie**
 - There are leadership teams in place for activities, food, music and tech. If additional help is needed, volunteers may be recruited “in real time” the night of each service.
 - Need more clarity from the different team leads regarding the need they have for additional volunteer support.

- **May Congregational Meeting Agenda**
 - Call to order during the 9 a.m. Worship Service and vote on Council members
 - Recess the meeting, conclude the service, and then start the business meeting
 - Opening Prayer
 - Pastor Update
 - Financial Update
 - Update on Council Transition
 - Recess again until the start of the 10:30 service and vote on Council members
 - Motion to close

- **New Business**

- Basketball Hoop – Neighbors want to buy a basketball hoop and put it in our parking lot if we are willing to let neighborhood kids play in the lot when the church is not in use.
 - The properties committee should run this past the insurance carrier.
- Personnel Update – Christy no longer works for Faith – direct all questions related to communications to Brooke
- Question: How is an “outside” event schedule at Faith? (Bridal showers, graduation parties, etc.) Do people outside of faith know that they can use our facilities?
 - Pastor Katie will make a note about having this information be more clear on the Website.
- Bill raised a question about the Large Gift Policy. Specifically, should the ERC refund be subject to this policy.
 - There was discussion about whether the council has the authority to make this decision, or whether it should it be a congregational vote.
 - This discussion was tabled until a future meeting when a larger percentage of the council will be present.

- **Closing Prayer – Pastor Katie**

Meeting adjourned – 8:16 p.m.

Respectfully submitted - Jessica Hartmann, Secretary

AMENDMENT: Treasurer Dave Horstmann sent an email on May 17, 2023 noting that an agenda item had been missed during the council meeting. He asked the council members who had been in attendance to vote via email on the following: *I would move the approval of the 2023 housing allowance for Pastor Adam at \$37,000.* Sarah Wilson seconded. Motion carried via email vote.