

# **FAITH LUTHERAN CHURCH**

## **Council Meeting Minutes**

**January 17, 2015**

**8:30 AM**

**FLC Vision:** *Every generation experiencing the freedom of Christ.*

**FLC Mission:** *We faithfully honor Jesus by developing disciples to reach others with the light of God's hope and love.*

### **Call to order**

President Austin Adams called the meeting to order at 8:40.

Present: Vice-President Bob Vidmar, Treasurer John Auers, Secretary Kathy Engelmann, Pastor Rusty Sullivan and Members-at-Large Shawn Elder, Alyssa Jacobs and Brian Weaver

Absent: none

### **Adopt agenda**

No changes, agenda approved

### **Devotion**

Pastor Rusty shared John 2:1, the wedding at Canaan. Jesus did not come to be ordinary, but "extraordinary". Also discussed the book "What Really Matters: Meager to the Miraculous" by author Mike Foss. The only worthwhile vision for ministry is one that is so great and big that only God can do it.

Brian led the opening prayer.

### **Strategic Planning**

Pastor Rusty presented the ideas for our upcoming long-term strategic plan. The council agreed to continue with the vision and mission statements currently in place. We have to know where we are and who we are before we can get to where we are going. The council needs to develop, communicate and evaluate an organizational strategy that establishes priorities and defines the journey. Staff and other leaders would be responsible for the operational strategy. The strategy

is stated as “Growing in life shaping relationships – Grow up, grow in and grow out”.

There are four areas to the Disciple Development Framework – Seek, Stretch Serve and Share. Each has four levels - basics, connect, practice, and commit. The council discussed the primary focus of our various ministries, the results we are looking for, possible financial resources or realignment requirements, and leadership needs.

### **Approve minutes from previous meeting**

*Motion was made by Shawn to approve the minutes from the Dec. 13, 2014 Council meeting, seconded by Brian – motion carried.*

Austin will compose minutes of procedure and results of the Dec. 20-21 special electronic meeting.

### **Receive reports with discussion as warranted on regular agenda items**

#### **Finance report**

- John presented the financial report Dec. 2014/Year End. He shared the agenda items and highlights of the Finance Team meeting on Jan. 12.
- Austin raised the question regarding adjustments to the ELCA benevolence.
- FMT requested approval of year-end payment of \$5,000 to NTNL Mission Area.
- Discussion regarding \$110,000 one-time gift – how it will affect making projections, how will it be used and how to thank the donor.
- Staff gifts amounted to \$2,700 plus \$600-700 in gift cards. Pastor Rusty helped determine the levels for administering the gifts and thanked all who participated on behalf of the staff. Very successful and rewarding.
- Action items – John will meet with Ken and Kari, and report back with a resolution.
- Repairs/maintenance – explore a monthly maintenance allowance, suggestion of a 13 week chart.

*Motion by Shawn to accept the Financial Report, seconded by Brian. Motion carried.*

### **Pastor's report**

Pastor Rusty would like to know what type of information is useful for us. Suggested keeping us updated on what the staff is working and what progress is being made especially if it requires additional resourcing. Quarterly attendance, may be done as 13 weeks.

Recommended the controller position report to the DOO instead of the Treasurer as it has been done in the past. This would help with cash flow and administrative accountability.

Discussed how reporting to the ELCA and Mission Area will change due to the Day School becoming a ministry of our church. Reporting requirement has changed, need to report the stats. Clarification is needed whether to report financials jointly or separately. May be able to defer until 2015.

By-laws submitted to the ELCA are still pending.

Asked to file documents with the Mission Area regarding benevolence commitment. Currently is 5% of ministry plan, may be higher and reflects our commitment of regular giving.

Pastor Rusty plans to attend the senior pastor's conference in early May, will be paid for with continuing ed. funds.

*Motion to accept Pastor's Report made by Alyssa, seconded by Shawn. Motion carried.*

### **Facilities Management report**

No report submitted

### **Strategic Big Rocks**

#### **Capital Campaign**

Brian gave an update on Faith Without Limits. There are three months remaining in the campaign. Process of closure will include status letters and a celebration

event the Sunday after Easter. Austin suggested there be some type of message in worship. Pastor Rusty shared that our congregation had a participation rate of 80% which is considered very successful. This needs to be lifted up and celebrated, however, we need to get ready for what's next. Debt service is built into the ministry/operating plan. This is an opportunity to change the culture to "life without a campaign". Consider a "stretch" stewardship campaign with the purpose of eliminating debt entirely. We should respond with a thank you and express to the congregation what is needed in 2015.

### **New Mission Partners**

Approved the list of 2015 mission partners provided by Kim Silva. She will draft an official charter for the Feb. meeting. Any questions should be directed to Pastor Rusty or Kim.

### **LPL Brokerage**

*Motion by Alyssa to appoint John and Kari as authorized signatories on the LPL brokerage account, seconded by Shawn. Motion carried.*

### **2015 Council Schedule**

Approved changing the Feb. meeting from the 8<sup>th</sup> to the 15<sup>th</sup>.

Kathy has the sign-up sheet for confirmation interviews and will coordinate with Elizabeth.

### **Synod Assembly**

Looking for 6 delegates, 1 must be under 35 yrs. Will be ratified at Feb. meeting. Alyssa offered to help identify an under 35 delegate.

Faith is the host congregation so there may be opportunities to help staff. Kari is the manager and Kitty is the worship leader.

### **Active Projects and Future Agenda Items**

Bulletins available through hot-spot on Sundays – DOO

Grief-care concerns

Weather policy – DOO

Macedonia Project – on hold

Meet with and review HR team – DOO

Will discuss and evaluate church name at Feb. meeting

**Adjournment**

Meeting was adjourned at 4:15 pm

**Next Meeting - Sunday, Feb. 15 @1:00 pm**

**Devotions – Brian**

# **FAITH LUTHERAN CHURCH**

## **Council Meeting Minutes**

**February 15, 2015**

**1:00 p.m.**

**FLC Vision:** *Every generation experiencing the freedom of Christ.*

**FLC Mission:** *We faithfully honor Jesus by developing disciples to reach others with the light of God's hope and love.*

### **Call to order**

President Austin Adams called the meeting to order at 1:06 p.m.

Present: Treasurer John Auers, Secretary Kathy Engelmann, Pastor Rusty Sullivan and Members-at-Large Shawn Elder, Alyssa Jacobs and Brian Weaver

Absent: Bob Vidmar

### **Adopt agenda**

Agenda adopted, approval of minutes moved.

### **Devotion**

The devotion led by Brian was based on Acts 8:1-8. After the great persecution in Jerusalem the apostles were scattered. The command is for all Christians to make disciples, as followers we all have that responsibility.

### **Day School Presentation**

Bruce Turner and Lois Heckart presented their plan for developing an outdoor learning and play center. This would not only be for Day School students but all the children at Faith and possibly the community. They are still working on the pricing and funding possibilities including grants and donations. Austin recommended reviewing the existing site plans potentially required drainage structures.

### **Approve minutes**

*Motion made by Shawn to approve the minutes as corrected from the January 17, 2015 Council meeting, seconded by Brian – motion carried.*

*Motion by Shawn to approve the minutes from the December 20-21, 2014 electronic meeting, seconded by Brian - motion carried.*

## **Receive reports**

### **Finance report**

John presented the report from the Finance Ministry team which met on February 9, 2015. Two significant milestones were achieved as a result of the soon to be completed Capital Campaign.

- The \$1 million threshold in total receipts was surpassed
- This allowed the mortgage debt to fall below \$2 million

Pastor Rusty – The challenge is not about meeting expenses, we need a collective effort from council and church leaders to talk to people about our mission and not so much about money.

Austin – Let people know they are making a difference and that \$16,000-17,000 gets knocked off the principal each month.

Brian – After the Capital Campaign ends we need to move into a continuous stewardship campaign.

Some members are holding in reserve for the next possible campaign. We need to get accurate updated commitment cards and define the need/gap that exists.

Brian and Shawn volunteered to work on the timing, messaging and communication.

Audit recommendations – Ken and Kari

Come up with a plan for a maintenance reserve.

*Motion by John to accept finance report, seconded by Alyssa – motion carried. .  
Finance report attached*

### **Pastor's report**

Discussed ending the relationship with Perry. Ben has been brought on in the interim, this was supported by Kari and Bob. Not rushing to fill the position immediately.

The weekend of March 8<sup>th</sup>, Pastor Rusty, Kari, Kitty, Christian, Holly and Elizabeth are traveling to Kansas City to visit Kaw Prairie Community Church. Will meet with the staff and attend worship. Pastor Phil will fill in.

Pastor Rusty will attend the ELCA senior pastor's conference the first weekend in May in Fort Myers. Will use a portion of the continuing ed. allowance to cover the cost.

Mission Assembly – We are the host congregation, with sites at Briarwood and in Lewisville. Inclement weather site is Faith. Kari, Kitty and Elizabeth are all involved in planning the event. There will be many service opportunities for Faith disciples. Bishop Kanouse has announced his retirement in June 2016. The next assembly will elect the new bishop, discussed that process.

### **Facilities Management report from Kari - 2/10/15**

Report attached. No discussion.

*Motion by Myra to accept both Pastor's and Facility Management reports, seconded by Alyssa - motion carried.*

### **Benevolence Team**

Charter for the Benevolence Ministry Team was presented and approved with the following change on p.3. "Meet to implement benevolence as needs arise in the community or there is an ELCA request for help" was changed to "or an ELCA request for help is received."

*Motion by Alyssa to approve charter, seconded by Shawn – motion carried. Final Charter for Benevolence Ministry Team attached.*

*Motion by Brian to approve Kim Silva as chairperson, seconded by Shawn - motion carried.*

Reviewed the BMT recommendations for Noisy Offering, Operations Mission Partners and Alternative Mission Partner for the Capital Campaign.

*Motion by Shawn to approve the recommendations, seconded by Myra - motion carried.*

Our reserves from the Capital Campaign (\$36,566) need to be deployed. Discussed the switch from Mercy and Sharing (Haiti) to ELCA NT/NL Mission Area. There were issues with Mercy and Sharing and we no longer felt it was an appropriate partnership. NT/NL Mission Area needs funds to cover last minute moving expenses and other projects that need to be finished before the assembly.

*Motion as written by Austin – “After further review by the BMT and Council of the originally intended Capital Campaign Mission Partner, Mercy and Sharing, the Council moves to withdraw Mercy and Sharing as a Mission Partner and direct the BMT to utilize ELCA NT/NL as the third Benevolence Mission Partner with the Capital Campaign.”*

*Motion made by Pastor Rusty, seconded by Kathy - motion carried.*

## **Strategic Big Rocks**

### **Capital Campaign**

Brian will have the final data analysis for the March meeting. Final event/celebration will possibly be Sun. 4/12.

### **Culture of Discipleship**

Holly, Dave and Renee are on the team to design an icon for each stage. Sermon series will cover each stage in 3-4 weeks and will run through mid-May.

### **Review congregational/church name**

Discussed establishing a process for reviewing the possibility of changing our church name. Denominational identifiers can create an obstacle for people we are trying to reach, how does this affect our mission? We need to consider the possible benefits and consequences of proceeding. Council needs to be united before taking the first step. Brian, Austin and Myra volunteered to research and discuss the issues involved.

## **Synod Assembly Delegates**

*Motion by Austin for electronic approval of the delegates between now and the deadline, seconded by Shawn - motion carried.*

## **Review compensation for Senior Pastor**

Austin moved the meeting into Executive Session (3:55 p.m.) for personnel matters.

Council returned to regular session (4:10 p.m.).

*Motion as written by Austin:*

- 1. Modify the Senior Pastor's compensation with regards to salary, housing allowance, and Social Security offset to equal same amount as calendar year 2014 retroactive to Jan. 1, 2015.*
- 2. Direct Executive Team to develop procedures to notify and document changes in compensation for all employees.*
- 3. Develop recommended definition of total compensation for Senior Pastor.*

*Motion made by Shawn, seconded by John - motion carried.*

## **Active projects and future agenda items**

No discussion.

**Adjournment at 4:20 p.m.**

**Next Meeting - March 15, 2015 @1:00 p.m.**

**Devotions - Myra**

# FAITH LUTHERAN CHURCH

## Council Meeting Minutes

March 15, 2015

1:00 p.m.

**FLC Vision:** *Every generation experiencing the freedom of Christ.*

**FLC Mission:** *We faithfully honor Jesus by developing disciples to reach others with the light of God's hope and love.*

### 1. Call to order

President Austin Adams called the meeting to order at 1:02.

Present: Vice-President Bob Vidmar, Treasurer John Auers, Secretary Kathy Engelmann, Pastor Rusty Sullivan and Members-at-Large Shawn Elder, Alyssa Jacobs and Brian Weaver

Absent:

### 2. Adopt agenda

Agenda approved with item #11 being changed to "Approve new mission partners".

### 3. Devotion

Myra read from Day by Day, a devotional book by Joyce Meyer. The reading was based on Luke 3: 7-14 and Matthew 25:42-46.

### 4. Approve minutes from previous meeting

*After a review of changes, a motion was made by Brian to approve the minutes from the February 15, 2015 Council meeting as amended. Seconded by John, motion carried.*

### 5. Boy Scout Troop presentation

Scout leader Todd Cashel requested that the council renew its sponsorship of the BSA organization. *Motion was made by Shawn to recharter the Boy Scouts and continue the relationship, seconded by Bob. Motion carried.*

## **6. Staff presentation of Kaw Prairie Community Church visit**

Staff members Kitty, Holly, Kari, Elizabeth, Christian, Ben and Pastor Rusty recently visited Kaw Prairie Community Church in Lenexa, KS. KP is an ELCA congregation that started 10 years ago as a church plant and is based in both Lutheran and Presbyterian traditions. The staff shared their experiences and observations regarding worship, technology, youth ministry, connections and space. They hope to be able to implement many of these ideas at Faith.

## **7. Receive reports with discussion as warranted on regular agenda items**

### **Finance report**

- John presented the February Finance Ministry Report and financial statements.
- There was a noticeable increase in income over January due to recovery of back rent and general overall giving. We need approximately \$95 K monthly to meet budget requirements.
- Ash Wednesday offering amount was almost 2 K, \$500 went to shipment of quilts with the remainder going to other missions.
- Commitment card review – wait until first quarter results are in.
- Communicating finances to congregation – Shawn suggested using many different channels and this should happen after Easter.
- Stewardship – Brian recommended chartering a stewardship team to provide an ongoing approach.

*Alyssa made a motion to accept the finance report, seconded by Shawn. Motion carried.*

### **Pastor's report**

Pastor Rusty presented information covenant commitments.

He highlighted the 2014 actuals and 2015 projected based on Jan. and Feb. giving. Everything goes into the regular giving category after capital campaign ends. If all pledges are met the total is \$1,018, 489.

What's our plan? The Capital Campaign celebration is scheduled for April 12 and congregational meeting on 4/19.

*Motion was made by John to show a preliminary video on April 12 and congregational meeting on April 19, seconded by Myra. Motion carried.*

### **Facilities Management report**

Kari's report attached.

*Motion by Brian to accept the report, seconded by Shawn. Motion carried.*



Microsoft Word  
Document

### **8. Strategic Big Rocks**

- Capital Campaign – Team will be meeting on March 19. Potluck celebration is scheduled for after church on April 12.
- Creating a culture of discipleship – Stretch icon gets rolled out next Sunday.

### **9. Congregational/church name**

Brian, Myra, John and Austin met on Tues., Feb. 17 to further discuss the idea and research of eliminating Lutheran in our church name. Brian proposed that the following motion be considered at the next council meeting:

- As we are an ELCA Lutheran Church in Flower Mound, TX, and
- As we are living into our mission to reach others with the light of God's hope and love, and
- As we want to evangelize through improving our branding to every generation, and
- As we will remain a chartered organization called Faith Lutheran Church of Flower Mound, Texas,
- I move to remove the word Lutheran from our name on the sign on the front of the church, on the website, on all social media sites, on all electronic communication, and on all printed material.

The Council discussed the potential positives, negatives and concerns. Changing our name is about our mission to reach others, we may limit ourselves with a denominational name. However, there is a possibility of losing people by dropping the Lutheran, can we communicate that we are different

in other ways? People may think we are being deceptive or trying to hide our beliefs. Pastor Rusty commented that any change has a cost, it's the right thing to do missionally but the wrong time. We currently must focus without distraction on attaining sustainability and building our culture of discipleship. A name change at this time may be a distraction.

*Motion by Brian to table until the senior pastor and two council members ask to include it in a future meeting agenda, seconded by Shawn. Motion carried unanimously.*

#### **10. Synod Assembly April 24-26, 2015**

Staff will gather names of potential delegates, will be voted on electronically. Assembly will take place at the Lewisville Hilton Garden Inn Convention Center and Briarwood Leadership Center

Faith is the host congregation, Kari is the manager, Kitty the worship leader and Elizabeth is leading the family retreat at Briarwood. A 10:30 contemporary service will be held at Briarwood.

#### **11. Approve New Mission Partners**

*Pastor Rusty made a motion to approve 4 families as new mission partners, seconded by Brian. Motion carried.*

#### **12. Active projects and future agenda items (no discussion)**

- Audit recommendations responses (#8,9,11,12,13 completed)
  - i. HR Team (#1)
  - ii. Finance Team (#2,3,4,5,7,10)
  - iii. DOO (#6)
- Bulletins available through hot-spot on Sundays – DOO
- Grief-care concerns
- Weather policy – DOO
- Develop giving alternatives – DOO
- Macedonia Project – On hold
- Meet with review HR Team - DOO

#### **13. Adjournment**

*Motion was made by Bob to adjourn meeting, seconded by Brian. Motion carried. Meeting adjourned at 4:30.*

**Next Meeting - April 12 at 1:00 p.m.**

**Devotions**

# FAITH LUTHERAN CHURCH

## Council Meeting Minutes

April 12, 2015

1:00 p.m.

**FLC Vision:** *Every generation experiencing the freedom of Christ.*

**FLC Mission:** *We faithfully honor Jesus by developing disciples to reach others with the light of God's hope and love.*

### 1. Call to order

President Austin Adams called the meeting to order at 12:57.

Present: President Austin Adams, Vice-President Bob Vidmar, Secretary Kathy Engelmann, Pastor Rusty Sullivan and Members-at-Large Shawn Elder, Alyssa Jacobs and Brian Weaver

Absent: Treasurer John Auers

### 2. Adopt agenda

Agenda was accepted with 2 additions - #9 Stewardship Team and #11 Website photo update.

### 3. Devotion

Alyssa led the devotion by reading "Thankfulness" by Sarah Young. We have a lot to be thankful for as we close the capital campaign and move forward.

### 4. Approve minutes from March 15, 2015 regular meeting

*Motion by Shawn to adopt the minutes, seconded by Myra. Motion carried.*

### 5. Receive reports with discussion as warranted on regular agenda items

#### Finance Report

- John submitted the March Finance Ministry Report and financial statements.
- Burn rate is going in the right direction.
- Finance Ministry Team's action items are going untouched. Austin requested Pastor Rusty to press finance team to be committed to start knocking them off.

*Motion by Shawn to accept the finance report, seconded by Alyssa. Motion carried.*

#### Pastor's Report

Holy Week: The goal was to up the ante to reach people. Changed up the Thursday service

and used contemporary music. Kept the light to dark format for the Good Friday service, thought the “living candelabra” worked really well. Stephanie Burke painted during the service, the final reveal at the end was a powerful moment. Sunday she offered the communal painting opportunity that worked out well. Attendance was really good, better at all services than the last two years – over 900. Saturday evening service was just over 100, 9:30 and 11:00 were the largest.

Staff met on Tuesday morning to talk about the highs and lows of Holy Week. Staff was satisfied that we accomplished what we set out to do. A few things can be improved, but overall pleased.

Paintings: Prior paintings were auctioned off, but returned as a gift. The intention is to have communal murals in the worship space. Since it was a communal effort and matches the theme of relationship, suggested that people use them as a way to memorialize, pay honor or tribute to God. A book with calligraphy or placard could be attached to the paintings.

*Motion by Alyssa to accept the Pastor’s report, seconded by Shawn. Motion carried.*

### **Facilities Management Report**

Kari’s report attached.

*Motion by Myra to accept the report, seconded by Shawn. Motion carried.*

## **6. Strategic Big Rocks**

- Capital Campaign

Capital campaign is over, luncheon was successful. People want to know how they did overall over the 3 year period. A final personal report will be sent along with the 6 month statements. Approximately \$80,000 spent on campaign, under 1% which is very good. Only 8-9% did not participate and 40-50 new families not part of the pledge process got involved. 79% of the pledges were fulfilled. Brian will provide a summary at the May meeting and share the information from covenant cards. A special thank you to Brian and all of the leadership for their efforts in making it successful.

- Creating a culture of discipleship

The discipleship sermon series will continue through May, the next icon will be “serve”. Holly and team will have an event scheduled.

## **7. Congregation Meeting on April 19**

Shawn is working on the video, would like feedback on the script. Information regarding the meeting will be on the FaithBlast. There will be a gathering following each service with time for Q & A, the goal is to keep it at 15 minutes. Austin will address the name change topic. Discussed how to handle the distribution of the covenant cards, whether they should be handed out after the meeting or mailed with a letter explaining that the amount on the card

is for the rest of 2015. The letter would also include a link to the video and council contact information. The deadline would be set for May 3. Shawn will decide how to carry this out.

#### **8. Synod Assembly April 24-26, 2015**

Sunday worship will be 8:45 at Faith and 10:30 worship at the Hilton Garden Inn Convention Center in Lewisville. We need one more regular delegate and one more under age 30. Delegates are Austin Adams, Bob and Bethann Vidmar and Kitty Barnard.

#### **9. Stewardship Team**

Brian presented a schedule that would be managed by the stewardship team, with the strategic aspect set by the council. We need to find leader and create a charter. This team would be involved in getting people engaged by working with staff and worship leaders. They could also help in maintaining demographics of giving patterns.

#### **10. Active projects and future agenda items (no discussion)**

- Audit recommendations responses (#8,9,11,12,13 completed)
  - i. HR Team (#1)
  - ii. Finance Team (#2,3,4,5,7,10)
  - iii. DOO (#6)
- Bulletins available through hot-spot on Sundays – DOO  
Entire campus will have Wi-Fi which may make electronic bulletins possible.
- Grief-care concerns  
Vicki is stepping down from her position, will stay on through the middle of May. Pastor Rusty will have a recommendation at the next meeting regarding this position.
- Weather policy – DOO
- Develop giving alternatives – DOO  
A company is developing a customized app that will allow for electronic giving. They guarantee a 10% increase in giving over 12 months or will refund all fees. Staff is considering eliminating passing the plate at worship. We will still celebrate giving during the service.
- Macedonia Project – On hold
- Meet with review HR Team - DOO

#### **11. Council pictures**

Council pictures need to be updated on the website. We will take pictures before our next meeting.

#### **12. Adjournment**

*Motion by Bob to adjourn meeting, seconded by Brian. Motion carried. Meeting adjourned at 4:30.*

**Next Meeting – Saturday, May 9, 2015 @ 8:00 a.m. Devotions - Bob**

# FAITH LUTHERAN CHURCH

## Council Meeting Minutes

May 9, 2015

8:15 a.m.

**FLC Vision:** *Every generation experiencing the freedom of Christ.*

**FLC Mission:** *We faithfully honor Jesus by developing disciples to reach others with the light of God's hope and love.*

### 1. Call to order

President Austin Adams called the meeting to order at 8:20 a.m.

Present: President Austin Adams, Vice-President Bob Vidmar, Treasurer John Auers, Secretary Kathy Engelmann, Pastor Rusty Sullivan and Members-at-Large, Alyssa Jacobs and Brian Weaver

Absent: Shawn Elder

### 2. Adopt agenda

Agenda was approved.

### 3. Devotion

Bob shared a personal reflection on the life and humble service of Pastor Nolan Sucher.

### 4. Elizabeth Holschuh and Christian Marbach – Review of 8<sup>th</sup> grade Faith Conversations

Council provided feedback to Elizabeth and Christian regarding the pre-confirmation conversations with the 8<sup>th</sup> graders. The council felt it was a positive and inspirational experience. Discussed possibly starting relationships earlier in the confirmation process and not just at the end. It is very important to provide opportunities for the students to stay connected and involved after confirmation.

### 5. Boy Scout Troop presentation

Scout leader Greg Anderson requested the council renew its sponsorship of the Cub Scout troop. The troop has existed for over 30 years and currently has 14-15 boys who are involved in age appropriate, faith based activities.

*Motion by Brian to renew the sponsorship of the Cub Scout troop. Seconded by Bob. Motion carried.*

## 6. Approve minutes from April 12, 2015 regular meeting

*Motion by Brian to approve minutes from the April meeting, seconded by Bob. Motion carried.*

## 7. Receive reports with discussion as warranted on regular agenda items

### Finance report

- John presented the April Finance Ministry Report and financial statements.
- April giving was down, averaging 17K weekly. The monthly average this year is 18K. An increase of 5K is needed to meet budget.
- There were some additional expenses with Easter and the staff Kansas trip resulting in a significant draw down in balances.
- Amount in the benevolence reserve is approximately 14K. Dispersing to partners will be done quarterly, first quarter will be done this week.
- The expense for the Briarwood Gala was \$1,250 which came out of the operating fund, total to Briarwood was \$6,000.

*Motion by John to accept the finance report, seconded by Alyssa. Motion carried.*



Treasurer's Report to  
Council\_April2015.d



FLC - April 2015.pdf

### Pastor's report

Pastor Rusty attended the ELCA large church Senior Pastor Conference this past week. 161 churches were represented. Key note speakers included Bishop Eaton, Anna Magnuson, and Dr. Joel Hunter. The Bishop discussed the state of the ELCA and asked for help in developing pastoral leaders. Pastor Rusty was asked to be part of a team of 10 pastors that will be working on these issues.

The theme of the Mission Area Assembly was the "wilderness", it's not possible to go backwards. We are losing people, but those staying have grown deeper. The church of the future will help people grow in discipleship. Also discussed cross-generational worship, it's more about relationship than identified church people.

*Motion by Bob to accept Pastor's report, seconded by Myra. Motion carried.*

### Facilities Management report

No report. Kari has made some recommendations to maximize savings. Adjustments will be made in custodial service over the summer.

## 8. Strategic Big Rocks

- Capital Campaign – Completed, will be removed from agenda.
- Creating a culture of discipleship  
Pastor Rusty will begin the “share” theme, will go for 3 weeks. Holly and Dave are planning a connection ministry event for May 24<sup>th</sup>. All are invited with free lunch.
- Achieving Financial Sustainability – new big rock  
Pastor Rusty presented a plan for how and what needs to be communicated to the congregation. The 3 strategic possibilities include:
  - Scale it Back - would include cuts in staff and ministries
  - Tear it Down – sell property and move
  - Pump it Up – lead congregation to rise up and provide necessary resources

Discussed selling the 3.5 acres, what is God calling us to do with it? Also, the possibility of refinancing which could reduce payments by \$500. The cost would be \$10,000 and would take 10-11 months to pay for itself. Austin suggested that an individual or group could pick up this cost. An intentional and clear message needs to be communicated, we have a \$67,000 deficit through April. A congregational meeting will be scheduled for May 31<sup>st</sup>. A special council planning meeting will be on May 19<sup>th</sup> at 7:00 p.m.

Brian requested approval to charter the new ministry team “Blessed to Share”. The goal will be to create a culture of commitment and generosity.



@BlessedToShare.d  
ocx

*Motion by Bob to approve the charter for the team “Blessed to Share”, seconded by Myra. Motion carried.*

## 9. Pastor Review Process

Will discuss in more detail at June meeting.

## 10. Active projects and future agenda items (no discussion)

- Audit recommendations responses (#8,9,11,12,13 completed)
  - i. HR Team (#1)
  - ii. Finance Team (#2,3,4,5,7,10)
  - iii. DOO (#6)
- Bulletins available through hot-spot on Sundays – DOO
- Grief-care concerns
- Weather policy – DOO

- Develop giving alternatives – DOO
- Macedonia Project – On hold
- Meet with review HR Team – DOO
- Update council pictures – new picture will be taken after meeting.

#### **11. Adjournment**

*Motion by Bob to adjourn meeting, seconded by Brian. Motion carried. Meeting adjourned at 12:25.*

**Next Meeting – June 14 at 1:00 p.m.**

**Devotions – Shawn**

**FAITH LUTHERAN CHURCH**  
**Special Called Council Meeting Minutes**  
**May 19, 2015**  
**7:00 p.m.**

**FLC Vision:** *Every generation experiencing the freedom of Christ.*

**FLC Mission:** *We faithfully honor Jesus by developing disciples to reach others with the light of God's hope and love.*

**1. Call to order**

President Austin Adams called the meeting to order at 7:00 p.m.

Present: President Austin Adams, Vice-President Bob Vidmar, Secretary Kathy Engelmann, Pastor Rusty Sullivan and Members-at-Large and Brian Weaver and Shawn Elder (on speaker phone)

Absent: John Auers, Alyssa Jacobs

**2. Devotion**

Austin read from Numbers 14 – The Israelites have left Egypt and are preparing to enter the Promised Land. Compared it to our own situation. Are we ready for the place God intends us to go here at Faith? What is God's plan for us? Our debt service is our "giant".

**3. Discussion on 3 strategic possibilities**

The council committed to pray this past week about where God is leading us. Each shared their thoughts and concerns on "Scale Back, Tear Down and Pump it Up". Our goal is how can we convince others to move forward with us to fully fund our ministry. Leadership is needed to create a culture shift. We are about ministry, not property. We want to be a place where all generations can interact, worship together and learn from each other. We have a great dynamic staff, concerns about how cutting staff would affect our ministry. Selling the property would eliminate the Day School program.

**4. Agenda for Congregational meeting on 3/31.**

*Devotion* – Austin will share the story of the Israelites from Numbers 14.

*Reflection on how far we've come since 2010* – What is a ministry of significance? Describe in numbers the involvement in each ministry. Share our outreach contributions.

*Where we stand in 2015* – As a congregation, we adopted our ministry plan, this is a commitment. Name the giants.

*Explain the 3 strategic choices* – "Scale Back, Tear Down and Pump it Up"

*What we are asking?* - We are asking people to "Do all we can, all the time" - \$5,000 increase every week starting now.

*Our Message – “The ministry of the Good News in this place is worth fighting for.”*

Q & A -

**5. Promoting Attendance**

Discussed how to promote attendance, will use FaithBlast, media, announcements and Evite. Plan to follow up with no's and no replies on the Evite responses.

Shawn led the council in the closing prayer and the meeting adjourned at 9:00 p.m.

# FAITH LUTHERAN CHURCH

## Council Meeting Minutes

June 14, 2015

1:00 p.m.

**FLC Vision:** *Every generation experiencing the freedom of Christ.*

**FLC Mission:** *We faithfully honor Jesus by developing disciples to reach others with the light of God's hope and love.*

### 1. Call to order

Vice-President Bob Vidmar called the meeting to order at 1:03.

Present: Vice-President Bob Vidmar, Treasurer John Auers, Secretary Kathy Engelmann, Pastor Rusty Sullivan and Members-at-Large Shawn Elder, Alyssa Jacobs and Brian Weaver

Absent: President Austin Adams

### 2. Adopt agenda

Agenda was adopted.

### 3. Devotion

Shawn shared a devotional by Joyce Meyers based on 2 Timothy 1:6. The message is to “fan the flame”, passion is a decision how to approach life.

### 4. Presentation on FLDS Endowment Fund – Lois Heckart

Lois discussed the purpose of the endowment team and fundraising. There is approximately \$46K in the fund, \$250,000 is required as the principle. She explained the brick project which will be located by the children's garden. Advertising will start in August, construction will begin in November.

*Motion by Brian to support the FLDS Brick Project to raise funds for their Endowment Fund with final layout approval by the church staff, seconded by Shawn. Motion carried.*

### 5. Approve Minutes from previous meetings

*Motion by Alyssa to approve the minutes from the May 9 regular meeting, seconded by Myra. Motion carried.*

*Motion by Shawn to approve the minutes from the May 19 special meeting, seconded by Brian. Motion carried.*

*Motion by Alyssa to approve the minutes from the May 31 congregational meeting, seconded by Shawn. Motion carried.*

## 6. Receive reports with discussion as warranted on regular agenda items

### Finance report

- John presented the May Finance Ministry Report and financial statements.
- Total income was \$92K, up significantly from April. Five Sundays helped.
- Weekly average giving was \$18K.
- \$13,357 from the Capital Campaign benevolence fund will be disbursed to the FLDS Endowment Fund in June.
- We should see savings with the reduction of custodial expenses in June and July.
- June and July giving is always the lowest. If we see higher than average this year, we should be confident about the fall.
- John will file a report in response to the audit recommendations.

*Motion by Shawn to accept the finance report, seconded by Myra. Motion carried.*



Treasurer's Report to Council\_May2015.doc



FLC - May 2015.pdf

### Refinancing

After two open requests to the congregation for interested parties to contact Austin yielded no takers, the recommendation is to table this discussion until someone comes forward.

*Motion by Shawn to table this discussion, seconded by John. Motion carried.*

### Pastor's report

Pastor Rusty shared the positive and active ministry that is happening, summer looks to be very busy. Requested prayers for the staff and personal words of encouragement. There is a need to push the planning horizon out farther, would like a 12-18 month operational plan. We need to set dates and work backwards so the staff can sequence events.

Briarwood staff member, Bobby Leija, was baptized on June 11 at Briarwood. He desires to become a mission partner at FLC.

*Motion by Pastor Rusty to receive Bobby as a mission partner at Faith Lutheran Church, seconded by Myra. Motion carried.*

## Facilities Management report

Kari's report attached.

*Motion by Brian to accept the report, seconded by Shawn. Motion carried.*



May Facilities.docx

## 7. Strategic Big Rocks

- Creating a Culture of Discipleship

Holly's equipping event was a success, there will be another meeting June 28 for those who want to commit to making this happen. We need to work on a plan to make the Gathering Place more welcoming even though there are currently no resources. Specific offerings with the icons will begin in the fall.

- Financial Sustainability

The congregational meeting on May 31<sup>st</sup> was a success, there was a good turnout and lots of positive discussion. The Evite sent out was a good tool along with the follow-up phone contacts for those who did not reply. This communicated that we felt they were important and their attendance at the meeting was important. The presentation was not alarmist or marginal and allowed people the freedom to decide the next step. There were a number of new people, it was good to see our church from a fresh perspective. Brian suggested sending out another Evite to those who did not attend. Meetings will be scheduled after each service on June 28 and July 5. Any new updates would be shared.

Council discussed the possibility of selling the 3.5 acres. The first step would be to get a new valuation from a realtor. Last estimate was \$900K in 2009. The property is doing nothing right now, it needs to be utilized. Another option would be to ground lease to another Christian group. Valuations on all leasing options would be needed.

A large construction project on 407 needs a location to keep the trailer and equipment and would like to use our 3.5 acre property.

*Motion by Shawn to authorize DOO and president or their designees to negotiate a temporary construction lease and seek confirmation through an email vote of council, seconded by Brian. Motion carried.*

## **8. Congregational meeting date**

The annual Congregational meeting is scheduled for Nov. 15. Other dates leading up to it are:

Oct. 11 – regular council meeting.

Oct. 18 – Informational meeting 2 weeks before Commitment Sunday

Nov. 1 – Commitment Sunday

Nov. 8 – regular council meeting

Nov. 15 – Congregational meeting

Ministry plan should be complete by Sept. council meeting. Recommended dates for the Fall council retreat are Sept. 11 and 12.

## **9. Pastor Review Process**

Shawn volunteered to coordinate with Austin regarding the tool, methodology and calendar for the review process.

## **10. Active projects and future agenda items**

- 13 Audit recommendations responses (#8,9,11,12,13 completed)
  - i. HR Team (#1)
  - ii. Finance Team (#2,3,4,5,7,10)
  - iii. DOO (#6)
- Bulletins available through hot-spot on Sundays – DOO
- Grief-care concerns
- Weather policy – DOO
- Develop giving alternatives – DOO
  - Push Pay has been implemented, the church app. is 2 weeks away. Pastor Rusty would like to set up kiosks with smart devices, we don't have the resources right now.
  - Simply Giving needs to be phased out. Keep this item on agenda another month.
- Macedonia Project – remove item
- Meet with review HR Team - DOO

## **11. Adjournment**

*Motion by Alyssa to adjourn meeting, seconded by Brian. Motion carried. Meeting adjourned at 2:59.*

**Next Meeting – July 12 at 1:00 p.m.**

**Devotions - Kathy**

# FAITH LUTHERAN CHURCH

## Council Meeting Minutes

July 12, 2015

1:00 p.m.

**FLC Vision:** *Every generation experiencing the freedom of Christ.*

**FLC Mission:** *We faithfully honor Jesus by developing disciples to reach others with the light of God's hope and love.*

### 1. Call to order

- President Austin Adams called the meeting to order at 1:05.
- Present: President Austin Adams, Vice-President Bob Vidmar, Secretary Kathy Engelmann, Pastor Rusty Sullivan and Members-at-Large Shawn Elder, Myra Haugene, Alyssa Jacobs and Brian Weaver
- Absent: Treasurer John Auers

### 2. Adopt agenda

- Agenda was adopted.

### 3. Devotion

- Kathy shared a devotion from Refreshing Hope Ministry based on Luke 10:38-42, the story of Martha and Mary. Jesus is telling us to keep our priorities straight and make time for Him intentionally.

### 4. FLDS Annual Report – Brian Marvel

- Brian presented the 2014-2015 annual report. Discussion items included the Fall Festival, ELEA visit, by-laws modifications, fundraising and marketing. A year-end parent survey provided a lot of positive input and suggestions. There is a strong interest in increasing the hours, board is looking into it. The Endowment Fund is part of sustainability, scholarships would not come out of the budget. Due to the recent constitutional amendment the council needs to approve FLDS board selections. Would like some kind of explanation of the process and summary of candidates.
- Affirm FDLS Board members
  - *Motion by Austin to affirm the new board members Pam Taylor, Caryn Patterson and Jana Nelson. Seconded by Brian. Motion carried.*

## 5. Approve Minutes from previous meeting

- *Motion by Bob to approve the minutes from the June 14 regular meeting, seconded by Myra. Motion carried.*

## 6. Receive reports with discussion as warranted on regular agenda items

- Finance report
  - John submitted the June Finance Ministry Report and financial statements.
  - Total income was \$101K, up \$11K from May. This upped the projection \$45K.
  - Weekly average giving was \$25K.
  - Received 2 generous marketable securities gifts totaling \$23K.
  - July 4<sup>th</sup> holiday weekend was good and Push Pay is increasing every week.
  - Significant savings in general maintenance category, \$3.3K below budget due to reductions in janitorial services.



Treasurer's Report to  
Council\_June2015.d



FLC - June 2015.pdf

- FMT response to LTTM audit items #2,3,4,5,7,10
  - Discussed the Conflict of Interest Policy drafted by the Finance Ministry Team. Pastor Rusty would like to see it reworked so the procedure would go through the executive staff and not the council unless the person of interest is an executive staff member. Council recommended that the report be reviewed by the staff and finance team and will discuss again in Aug.
- *Motion by Bob to accept the finance report, seconded by Alyssa. Motion carried.*
- Pastor's report
  - FLC will be sending a group of 20 youth and 7 adults to the youth conference in Detroit. The FLC app has been approved and will be launched on Aug. 16. Pastor Rusty is working on developing a weekly podcast, a pilot was made last week. He will be in Iowa Aug. 3-5 to attend a ministry team meeting.

- *Motion by Shawn to accept Pastor Rusty's report, seconded by Bob. Motion carried.*
- Facilities Management report
  - Kari's report attached.
  - Discussed the roof leak and damage. Kari is checking with the insurance company and the contractor regarding the warranty.
  - *Motion by Brian to accept the report, seconded by Shawn. Motion carried.*



June Facilities  
Report.docx

## **7. Strategic Big Rocks**

- Creating a Culture of Discipleship
  - Holly and Dave continue to work on a plan to make the Gathering Place more welcoming. Specific offerings with the icons will begin in the fall.
- Financial Sustainability
  - A regular attendee with financial experience has volunteered to do a financial analysis. The project is already going on.
  - The use of the 3.5 acres as a temporary construction easement is cancelled, they contracted with someone else. The valuation process with Vintage Realtors needs to get started. Austin will have a report from Phyllis Garcia at the Aug. meeting. The congregation must vote to approve the sale of the property. Council discussed when that meeting should be scheduled.
  - Discussed how to follow-up with those who did not attend the May 31 meeting or the other meetings that were scheduled. Need to analyze who those people are and then make a personal call. There will be an informational meeting on Aug. 30 to update the congregation on our current status.

## **8. August Council Meeting**

- August meeting will be changed from the 9<sup>th</sup> to the 15<sup>th</sup>.
- Shawn has devotions.

## **9. Council Retreat**

- The dates for the retreat are Sept. 11 & 12 at the Briarwood Leadership Center. Fri. evening and Sat. a.m. we will be doing a team building activity with the staff. Sat. afternoon we will have our regular meeting and Sr. Pastor's review.

## **10. Senior Pastor Review – Shawn**

- Shawn will send the council the excel evaluation form, would like them completed by Aug. 16. He will compile the information and summarize the comments. The review will done at the Sept. meeting. Council agreed to an end-of-year council evaluation.

## **11. Active projects and future agenda items**

- 13 Audit recommendations responses (#8,9,11,12,13 completed)
  - HR Team (#1)
  - Finance Team (#2,3,4,5,7,10)
  - DOO (#6)
- Bulletins available through hot-spot on Sundays – DOO
- Grief-care concerns
- Weather policy – DOO
- Macedonia Project – On hold
- Meet with and review HR team - DOO

## **Adjournment**

*Motion by Bob to adjourn meeting, seconded by Shawn. Motion carried. Meeting adjourned at 3:25.*

**Next Meeting – August 16 at 1:00 p.m.**

**Devotions - Shawn**

**FAITH LUTHERAN CHURCH**  
**Special Called Council Meeting Minutes**  
**July 14, 2015**  
**7:00 p.m.**

**FLC Vision:** *Every generation experiencing the freedom of Christ.*

**FLC Mission:** *We faithfully honor Jesus by developing disciples to reach others with the light of God's hope and love.*

**1. Call to order**

President Austin Adams called the meeting to order at 7:08 p.m.

Present: President Austin Adams, Vice-President Bob Vidmar, Treasurer John Auers, Secretary Kathy Engelmann, Pastor Rusty Sullivan and Members-at-Large Alyssa Jacobs, Myra Haugene, and Shawn Elder.

Absent: Brian Weaver

**2. Purpose of meeting**

The meeting was called by Pastor Rusty to discuss the recent Supreme Court decision legalizing marriage for all people including same gender couples and our response as a congregation. At some point we/Pastor Rusty will be approached with a request to perform a marriage ceremony for a same gender couple, he would like us to be proactive on this issue.

**3. Review Documents**

The council reviewed the ELCA's 2009 Social Statement on Human Sexuality, specifically pages 18-21. The ELCA recognizes that 4 conscience-bound belief systems exist in our congregations. The council also read and discussed the response letter from Bishop Kanouse. NT-NL Mission Area pastors are now allowed to legally perform same gender marriage ceremonies, however, they are also protected under the 1<sup>st</sup> amendment. The bishop asked that this decision be addressed prayerfully and encouraged pastors to have conversations with their councils.

**4. Closing**

Where do we go from here? We will need to develop a process along with a timeline and a commitment for resolution. Pastor Rusty asks that we listen, pray and talk to each other intentionally before we come back.

*Motion by John to adjourn, seconded by Alyssa. Meeting adjourned at 8:30.*

# FAITH LUTHERAN CHURCH

## Council Meeting Minutes

August 16, 2015

1:00 p.m.

**FLC Vision:** *Every generation experiencing the freedom of Christ.*

**FLC Mission:** *We faithfully honor Jesus by developing disciples to reach others with the light of God's hope and love.*

### 1. Call to order

President Austin Adams called the meeting to order at 1:06.

Present: President Austin Adams, Treasurer John Auers, Secretary Kathy Engelmann, Pastor Rusty Sullivan and Members-at-Large Shawn Elder, Alyssa Jacobs and Brian Weaver

Absent: Vice-President Bob Vidmar

### 2. Adopt agenda

Agenda approved.

### 3. Devotion

Shawn read Joshua 1:7 where God is asking Joshua to be strong, courageous and obedient in leading the people of Israel. Paul also writes in Philippians 4:13 that we can do everything through him who gives us strength.

*Without objection, the council next considered item 6ii for discussion.*

### Pastor's Report

Pastor Rusty shared that the staff review process should be complete by the end of Aug.

They are working on the ministry plan which will be ready for finance team review the first part of Sept.

*Council resumed adopted agenda.*

### 4. Audit Team Report – Steve Allshouse

Steve presented the 2014 audit report for FLC and the 2013-2014 audit report for FLDS.

Recommendations included backing up pdf files to the server, staff/treasurer documenting procedures, consider bond coverage, and authorizing DOO to do reconciliations. The use of cash cards was successful on the youth trip, more efficient than reimbursing. Discussion regarding number of members on audit team, Steve recommended that there be more than

3 people. Austin asked the audit team to come back with a recommendation to amend the constitution. The 2015 team has not been appointed, will begin this fall. Overall, a very successful audit. All recommendations are being worked on.

*Motion by Brian to accept audit report, seconded by Shawn. Motion carried.*

## **5. Approve July Minutes**

*Motion by Shawn to approve the minutes from the regular July 12 meeting and the July 14 special meeting, seconded by Alyssa. Motion carried.*

## **6. Receive reports with discussion as warranted on regular agenda items**

### **Finance report**

- John presented the July Finance Ministry Report and financial statements.
- July giving declined, weekly average was 18K. Needs to increase by 5K to meet budget. .
- Alan Klaas is doing an independent financial review, will present results and recommendations to the FMT and council.
- Biggest savings from reduction in janitorial services, should also save by eliminating the bulletins for the 8:45 service.
- Discussed upcoming roofing expenses for the LTMC and Sanctuary.
- Conflict of Interest Policy – Pastor Rusty and Kari will make an adjustment and recommendation to the FMT.

*Motion by Brian to accept the finance report, seconded by Alyssa. Motion carried.*

### **Facilities Management report**

The estimated cost of the waterproofing is 31K. Kari recommends approaching it in phases. Insurance declined the claim stating that it is due to a defect in the installation. LISD tax issue was resolved.

*Motion by Shawn to accept the report, seconded by Alyssa. Motion carried.*

## **7. Strategic Big Rocks**

- Creating a Culture of Discipleship – Icons are in place in the bulletins. Changes in welcome center include desk and chairs, goal is to help people connect. Holly will share her plan for the Journey team at the retreat.
- Financial Sustainability  
Phyllis is not available to act as our real estate agent, Austin will contact 2 people who market properties. She estimated the price would be \$1.2 million. We would want a person who could handle either a sale or ground lease. The sale of the 3.5 acres has not been communicated to the congregation. Brian will take the lead in developing a 3-year strategic plan which would be updated every 12-18 months.  
On Aug. 30 there will be a short 15 min. congregational meeting following each service

to provide a financial update. It will be announced at this time that the council is pursuing the sale/lease of the 3.5 acres.

#### **8. Senior Pastor Review**

Shawn will compile the data and comments from the review forms. Council will discuss at next meeting on Sept 12.

#### **9. Review Retreat Schedule**

Council/staff retreat is scheduled for Sept. 11 &12.

Friday

6:00 - 6:30 social

6:30 - 7:30 dinner

7:30 - 9:30 retreat agenda

Saturday

8:00 - breakfast/coffee

8:30 - 12:00 retreat agenda

12:00 - 1:00 lunch

1:00 - 4:00 council meeting followed by senior pastor review

#### **10. Active projects and future agenda items**

- Audit recommendations responses (#2,3,4,5,7,8,9,11,12,13 completed)
  - i. HR Team (#1)
  - ii. DOO (#6)
- Bulletins - still trying to work out (DOO)
- Grief-care concerns - inactive
- Weather policy – inactive (DOO)
- FLDS brick project – request for a new location, will talk to Kari
- Meet with and review HR Team - DOO

#### **11. Adjournment**

*Motion by Brian to adjourn meeting, seconded by Alyssa. Motion carried. Meeting adjourned at 3:32.*

**Next Meeting – October 11 at 1:00 p.m.**

**Devotions –**

# FAITH LUTHERAN CHURCH

## Council Meeting Minutes

September 12, 2015

1:00 p.m.

**FLC Vision:** *Every generation experiencing the freedom of Christ.*

**FLC Mission:** *We faithfully honor Jesus by developing disciples to reach others with the light of God's hope and love.*

### 1. Call to order

President Austin Adams called the meeting to order at 1:00.

Present: President Austin Adams, Vice-President Bob Vidmar, Treasurer John Auers, Secretary Kathy Engelmann, Pastor Rusty Sullivan and Members-at-Large Shawn Elder, Alyssa Jacobs and Brian Weaver

Absent: none

### 2. Adopt agenda

Agenda approved.

### 3. Devotion

Pastor Rusty – morning session.

### 4. Approve Minutes

*Motion by Shawn to approve the minutes from the August 16 council meeting, seconded by Alyssa. Motion carried.*

### 5. Receive reports with discussion as warranted on regular agenda items

#### Finance report

- John presented the August Finance Ministry Report and financial statements.
- FMT recommended a plan for Council Action. This includes approving the sale of the 3.5 acres and holding 5% of benevolence in reserve.  
*Motion by Shawn to approve the FMT recommendations for cash management in 2015, seconded by Bob. Motion carried.*
- Alan Klaas met with John, Ken, Scott, Kari and Austin to review his independent financial analysis. He was in favor of selling the land and applying it to the debt. One critique was that he thought all funds from the Capital Campaign should have been designated to the debt.

- Negative balance in the conduit funds was due to the deficit of \$5,372 in the FLASHY account after final bills for Detroit were paid. FMT will discuss how the expense can be recovered at their next meeting.
- May need the 5% of the benevolence as an operational reserve, other things are coming before tithing.
- The Sept. 27 meeting would be a good time to bring up our financial situation to the congregation. We are not fully funding our ministry plan, it's going to cost us somewhere.

*Motion by Alyssa to accept the finance report, seconded by Myra. Motion carried.*

### **Facilities Management report**

No official report was presented. The roof is in the process of being repaired, cost is \$7,700. The AC unit that cools the Day School rooms went out and needs to be replaced. Kari is looking into finance options.

### **Pastor's Report**

Pastor Rusty will be out on Sept. 27, Pastor Jon Bustard from KOG will be the guest preacher. Oct. 20, he will be attending the leadership development team meeting in Iowa. The Bishop Convocation will be held Oct. 26-28 at Briarwood. Bishop Elizabeth Eaton is the Keynote speaker. They will be discussing the process for selecting a new Bishop. Welcome desk is a success. We have a wonderful plan for the gathering place, it needs be resourced. Idea is to have a different ministry highlighted each Sunday.

*Motion by Shawn to accept the Pastor's report, seconded by Myra. Motion carried.*

## **6. Strategic Big Rocks**

- **Creating a Culture of Discipleship**  
Holly will have a host training session at noon on Sept. 20. The new Mission Partner luncheon is scheduled for Sept. 27. Program for implementing the icons for the purpose of developing disciples is in place.
- **Financial Sustainability**  
Sale of 3.5 acres  
Austin and John contacted 3 different realtors, chose to go with Dan Spika of Henry S. Miller. He would receive 6% commission, 5% if also represents buyer. Dan will be in contact with developers and is ready to go. Property is already zoned and well located. We should get \$10-12 per sq. ft. Shared parking space would be required. Austin and Pastor Rusty will be contacting MIF to see if they could possibly lower the monthly payment. All funds from the sale would be applied toward the debt.

*Motion to direct 3 members of the executive committee to enter into a contract with Dan Spika of Henry S. Miller to list the 3.5 acre property contingent on approval of the congregation. The congregation will be presented with the resolution on Sept. 27 with a*

*motion to list the property. Motion by Shawn, seconded by Bob. Motion carried unanimously.*

#### Ministry Plan

Pastor Rusty presented the proposed Ministry Plan for 2016. The \$1,121,868 amount is realistically geared toward the congregation's commitment. It allows us to take some steps forward. It includes adding an associate pastor and part-time worship leader with no other additional expenses. The debt service is based on the FMT's 2015 adjustments, not the sale of the land. Debt service amount was changed from \$187,646 to \$180K making the monthly payment \$15K. Pastor Rusty will make the final adjustments with the \$7,646. Final plan will be presented at the Oct. meeting.

#### **7. Review Action Steps developed from retreat**

Feedback included feeling energized with a stronger sense of purpose. Support for Pastor Rusty's spiritual and visionary leadership. Approval of the direction and strategy. Would rather try and move forward and possibly fail, than not try and stay where we are.

#### **8. Active projects and future agenda items**

- Audit recommendations responses (#2,3,4,5,7,8,9,11,12,13 completed)
  - i. HR Team (#1)
  - ii. DOO (#6)
- Bulletins - still trying to work out (DOO)
- Grief-care concerns - inactive
- Weather policy – inactive (DOO)
- FLDS brick project location
- Meet with and review HR Team - DOO

#### **9. Senior Pastor Review**

At 3:33 the Council went into Executive Session to discuss the 2015 Senior Pastor Assessment.

*Motion by Brian to close the Executive Session at 5:07, seconded by Shawn. Motion carried.*

#### **10. Adjournment**

*Motion by John to adjourn, seconded by Shawn. Motion carried. Meeting adjourned at 5:11.*

**Next Meeting – October 11 at 1:00 p.m.**

**Devotions –**

# FAITH LUTHERAN CHURCH

## Council Meeting Minutes

October 11, 2015

1:00 p.m.

**FLC Vision:** *Every generation experiencing the freedom of Christ.*

**FLC Mission:** *We faithfully honor Jesus by developing disciples to reach others with the light of God's hope and love.*

### 1. Call to order

President Austin Adams called the meeting to order at 1:05.

Present: President Austin Adams, Vice-President Bob Vidmar, Secretary Kathy Engelmann, Pastor Rusty Sullivan and Members-at-Large Shawn Elder, Alyssa Jacobs and Brian Weaver

Absent: Treasurer John Auers

### 2. Adopt agenda

Agenda approved.

### 3. Devotion

Pastor Phil Geleske shared Mark 4, the parable of the mustard seed. He also discussed Programs at Briarwood, specifically the outreach program Mission DFW. He expressed appreciation for FLC's continued support and will be asking congregations for financial support for staff.

### 4. Approve Minutes

*Motion by Shawn to approve the minutes from the Sept. 12 regular Council Meeting, seconded by Brian. Motion carried.*

*Motion by Shawn to approve the amended minutes from the Sept. 27 Congregational Meeting, seconded by Alyssa. Motion carried.*

### 5. Receive reports with discussion as warranted on regular agenda items

#### Finance report

- John submitted the September Finance Ministry Report and financial statements.
- Giving was about \$8K lower than in Sept. 2014. Will need over \$20K weekly to meet budget.

- Adjustments were made in the Conduit fund accounts. The \$5,222 deficit in the FLASHY account was allocated to the Senior High Missions line in the Operating Fund.
- The \$23.6K Sept. debt service payment was not made, needs to be paid by Oct. 15. Payment will be made after we hear from the MIF board. Nov. payment will be \$15K.
- Benevolence payments have been reduced by 50%, we need the 5% as an operational reserve. A 10% tithe will be reconsidered when we are in a better debt position.
- Expenses were down – not necessarily a good thing. We're not doing things that need to be done and could make a difference.

*Motion by Shawn to accept the finance report, seconded by Bob. Motion carried.*



Treasurer's Report to  
Council\_September2

### **Facilities Management report**

No official report was presented. There are several maintenance issues that are not being addressed due to lack of funding. Emergency waterproofing and AC were taken care of. The building is in need of a growing number of cosmetic projects.

### **Pastor's Report**

Pastor Rusty presented 10 new families for approval as mission partners on Oct. 18.

They are:

Jeff Levin

Gene and Janet Davenport

Mark and Tina Lovelle

Tasha Kidwell and daughter Madelyn, Evelyn, Jaquelyn

Leon and Nicole Ma and son Robert

Sherylyn Heins

Alan and Cheryl Klaas

Josh and Sinikka Marten and children Torunn, Odin, and Maren

Amanda Russ and daughter Carlie

*Motion by Pastor Rusty to approve the new mission partners, seconded by Brian. Motion carried.*

There were 6 families who attended the Sept. luncheon and have not yet made a commitment.

*Motion by Bob to give provisional approval as mission partners to these 6 families, seconded by Austin. Motion carried.*

We have welcomed 19 new families this year, a 10% increase. Some discussion about

Requiring orientation for those interested in becoming mission partners. They need to hear the message regarding our mission and vision. The culture of discipleship requires accountability.

*Motion by Brian to accept the Pastor's report, seconded by Shawn. Motion carried.*

## **6. Strategic Big Rocks**

- **Creating a Culture of Discipleship**  
Task is to take next steps to define and communicate expectations for mission partners. Need to develop a culture of commitment and significance.
- **Financial Sustainability**  
Voting results from the Sept. 27 Congregational meeting were 136-12 in favor of selling the 3.5 acres. The listing agreement was signed with Dan Spika and Richard Polishuk from Henry S. Miller. They have created a flyer, sign is not up yet.

## **7. Preparation for Annual Congregation Meeting**

- Annual Congregation Meeting is scheduled for Nov. 15 following the second service. Pastor Rusty will present the distributed church vision plan to the congregation at both services on Oct. 18. Ben plans to create a video of interviews with staff and council that will run every week in the Gathering Place through Nov. 15. There will also be information in the FaithBlast.
- The 2016 Ministry Plan will be presented at a short meeting following each service on Oct. 25. Pastor Rusty's sermon will have a stewardship theme.
- Commitment Sunday is scheduled for Nov. 1. Pledge cards will be mailed a week before and mission partners will be asked to turn them in on Sunday. Council will have the results for the Nov. 8 meeting.
- Pastor Rusty shared some possible ideas for a new, more contemporary logo.
- Pastor Rusty discussed the ELCA health benefit options for the staff. The Gold plan increased 7% for 2016 and the lower level plans increased 14%. Pastor Rusty recommended that we stay with the Gold plan level and amend the Ministry Plan to reflect the 7% increase which would be \$8,131.

*Motion by Bob to approve the amended 2016 Ministry Plan, seconded by Alyssa. Motion carried. The council will recommend to the congregation the Ministry Plan as presented by Pastor Rusty.*

## **8. Active projects and future agenda items - no changes**

- Audit recommendations responses (#2,3,4,5,7,8,9,11,12,13 completed)
  - i. HR Team (#1)
  - ii. DOO (#6)
- Bulletins - still trying to work out (DOO)

- Grief-care concerns - inactive
- Weather policy – inactive (DOO)
- FLDS brick project location
- Meet with and review HR Team - DOO

#### **9. Senior Pastor Review**

At 3:15 the Council went into Executive Session to discuss the 2015 Senior Pastor Assessment.

*Motion by Brian to close the Executive Session at 3:20, seconded by Shawn. Motion carried.*

#### **10. Adjournment**

*Motion by Austin to adjourn, seconded by Brian. Motion carried. Meeting adjourned at 3:20.*

**Next Meeting – November 8 at 1:00 p.m.**

**Devotions – Kathy**

# FAITH LUTHERAN CHURCH

## Council Meeting Minutes

November 8, 2015

1:00 p.m.

**FLC Vision:** *Every generation experiencing the freedom of Christ.*

**FLC Mission:** *We faithfully honor Jesus by developing disciples to reach others with the light of God's hope and love.*

### 1. Call to order

President Austin Adams called the meeting to order at 1:05.

Present: President Austin Adams, Vice-President Bob Vidmar,

Secretary Kathy Engelmann, Treasurer John Auers, Pastor Rusty Sullivan and Members-at-Large Shawn Elder, Alyssa Jacobs and Brian Weaver

Absent: none

### 2. Adopt agenda

Agenda approved.

### 3. Devotion

Kathy shared Acts 16 where Lydia meets Paul in a place of prayer and invites him, Timothy and Silas to her home. She also shared an article about the Mustard Seed Ministries, a home based ministry in Loveland, CO.

### 4. Approve Minutes

*Motion by Brian to approve the minutes from the Oct. 11 regular Council Meeting, seconded by Alyssa. Motion carried.*

### 5. Receive reports with discussion as warranted on regular agenda items

#### Finance report

- John submitted the October Finance Ministry Report and financial statements.
- Total weekly giving averaged 18.8K which is slightly higher than 2014, but not enough to meet budget.
- Kari will submit the revised conflict of interest policy in Dec.
- The AC repair was paid in Oct. at a cost of \$3.5K. There will be more maintenance expenses in the future, pursuing other ways to make payments.
- Oct. expenses also included the quarterly property and liability payment of \$5.6K.

- Audit items HR#1 and DOO #6 need to be completed by the end of 2015.  
*Motion by Shawn to accept the finance report, seconded by Bob. Motion carried.*

### **Facilities Management report**

No official report was presented. Nothing is currently being done.

## **6. Strategic Big Rocks**

- **Creating a Culture of Discipleship**  
Holly is working on ideas to improve the Gathering Place, no funding at this time. Her main goals are to equip the Journey Team and develop the small group ministry. Pastor Rusty and Julie will be starting a small group in Jan. with the purpose of developing effective leaders in our church. It would require a 2 year commitment and be limited to 10 people.  
A young adult mission trip is scheduled in Jan.
- **Financial Sustainability**  
The sign for the 3.5 acres has been installed. There has been some immediate interest in developing 2.0 acres. The question is are we willing to split the property and what is the marketability of 1.5 acres. We would ask that the developer agree to shared access and parking, be responsible for drainage and pay a higher price per acre. One possibility for the 1.5 acres would be to find an investment group that would develop an office building and FLC would rent space.

## **7. Preparation for Annual Congregation Meeting**

- Annual Congregation Meeting is scheduled for Nov. 15 following the second service. Pastor Rusty presented the distributed church vision plan to the congregation at both services on Oct. 18, and the 2016 Mission Plan was presented on Oct. 25 after each service. Nov. 1 was commitment Sunday.
- To date – 103 cards have been returned with a total pledge amount of \$743K. Last year at this time there were 78 returned cards. About 24 new people made commitments for 2016. Net increase over 2015 is approximately \$80K. The projected giving for the unreturned cards is \$173,414. There are some positive indicators with more cards coming in.
- The gap between the Ministry Plan and commitments is \$172K. The 2 new items include salaries for an associate pastor and part-time contemporary worship leader.
- Presentation for the Nov. 15 meeting should include an update of numbers, cost of resourcing our mission, explanation and impact of new staff positions, and current commitments for 2016. Congregation needs to know that it takes \$1.13 million to operate our church. The land needs to sell before hiring new staff. If land does not sell by the end of 2016, we may have to look at further staff cuts.

## **8. Active projects and future agenda items - no changes**

- Audit recommendations responses (#2,3,4,5,7,8,9,11,12,13 completed)
  - i. HR Team (#1)
  - ii. DOO (#6)
- Bulletins - still trying to work out (DOO)
- Grief-care concerns - inactive
- Weather policy – inactive (DOO)
- FLDS brick project location
- Meet with and review HR Team – DOO
- Devotion schedule through Dec. - Myra

## **9. Recommendation for Benevolence Ministry Team**

Pastor Rusty received a letter from Pastor Erik Gronberg of Trinity Lutheran in Ft. Worth. The ELCA has started a \$15 million campaign for leadership development, including \$2 million for seminary. The NT/NL is asking for a new line item for this fund.

*Motion by John to send this on to the Benevolence Ministry Team, seconded by Myra. Motion passed.*

## **10. Synod Assembly**

The Synod Assembly is scheduled for April 22-24 and will involve electing a new bishop. We are allowed 4 delegates plus 1 under 30 yrs. Pastor Rusty recommended that we identify our delegates early so they can attend the meetings with the candidates prior to the election.

## **11. Senior Pastor Review**

At 4:05 the Council went into Executive Session to discuss and finalize the 2015 Senior Pastor Assessment.

*Motion by Brian to close the Executive Session at 4:35, seconded by Shawn. Motion carried.*

## **12. Adjournment**

*Motion by Brian to adjourn, seconded by Alyssa. Motion carried. Meeting adjourned at 4:40.*

**Next Meeting – December 13 at 1:00 p.m.**

**Devotions – Myra**