



**FARMINGTON LUTHERAN CHURCH
CONGREGATIONAL COUNCIL MEETING
April 14, 2009**



Present: Senior Pastor Jeff Dorman; Council Members Scott Neurauter (President), Matt Piller (Vice President), Phyllis Blee, Chris Birch, Vicky Cole, Rick Fencl, Tim Grundler, Gary Johnson, Sara Otterness, Diane Randall and Alison Wenck. Absent: Craig Beissel and Treasurer Sandy Christensen.

CALL TO ORDER

President Neurauter called the meeting to order at 7 p.m.

FIELD TRIP

Neurauter asked to Council to accompany him to the front doors. He said the handicapped access door occasionally does not latch even though it closes, resulting in security issues. He demonstrated how to reset the door to make sure it latches and locks.

DEVOTIONS

Matt Piller led devotions.

AGENDA APPROVAL

Neurauter asked if there were any additions to the agenda. Cole made a motion to approve the agenda, seconded by Birch. Motion carried.

LEADERSHIP DEVELOPMENT

Pastor Jeff led the group through an exercise titled "Effective Ministry in Family, Pastoral, Program and Corporate-Sized Churches." Council members discussed the type of congregation that Farmington Lutheran has become and how it functions. It was mentioned that people with memories of Walnut St. still have the desire to be a pastoral church. Size-wise, however, FLC has gone from being a pastoral church to a corporate church. Pastor Jeff said that FLC "is flirting with being a corporate church but has not really become established as a program church. It still has many aspects of the pastoral church." He said the congregation has seen many changes in the last six months and has needed to get used to many things. He added that ministry belongs to the members. He said it was important to recognize that "some people are frustrated and even grieving for the way it was. The challenge," he said, "is how do you bridge the change?"

ANNOUNCEMENTS

President Neurauter pointed out several announcements. He said the *Disciple Challenge* proposed by several members would kick off soon. These members have offered a challenge grant that other members would be asked to match in a three-week campaign. The Council and Development Task Force support the proposal.

He said FLC would be hosting *Town Hall for Hope*, a webcast by Dr. Dave Ramsey, at 7 p.m. Thursday, April 23. The live video lecture, which is open to the community, will include time for questions. The Adult Spiritual Growth Team has had a registration table available following worship services.

Neurauter reminded Council members of the *All Ministry Team Retreat* scheduled for 8:30 a.m. to noon on Saturday, April 25. Personal invitations had been mailed. He asked the Council to e-mail ministry team list changes to Autumn Enright, Ministry Coordinator.

The Council would be hosting the *Confirmation Evening of Sharing* at 7 p.m. Wednesday, May 13. Neurauter encouraged Council members to attend, listen and support the confirmation students.

A *Thank You Reception* would be held after each worship service on Sunday, May 31st, Pastor Michelle's last day as Interim Associate Pastor.

Neurauter said that *Summer Worship Hours* would remain the same -- 5 p.m. on Saturdays and 9 a.m. and 10:30 a.m. on Sundays.

Rally Day would be held Sept. 13th, the weekend following Labor Day.

Johnson distributed a chart that tracked church attendance.

SIGNUPS

Neurauter circulated a signup sheet for communion servers and mentioned recruiting additional ministry team members. He said the *St. Paul Area Synod Assembly* was scheduled for May 29th-30th with FLC entitled to send five member representatives. The deadline was Friday, April 17th, for saving \$50 per person.

Pastor Jeff said he had sent an e-mail to Council members about a June ELCA event for large congregations titled "*Let the River Flow.*" The cost would be \$75 if registration was made by the following day. He said he planned to attend and pay his own way.

APPROVALS

Secretary's Report – Otterness made a motion to approve the minutes for the March 10th regular Council meeting. Blees made the second. Motion carried. Johnson made a motion to approve the minutes for the March 18th special Council meeting. Wenck made the second. Motion carried.

Treasurer's Report – Christensen had provided the Treasurer's Report via e-mail. The report said the cash balance on March 31st was \$96,257.28, which compared to \$91,788.41 at the start of the year. The report showed an increase in cash of \$26,849.57 during the month of March and an overall increase in cash of \$4,468.87 for the year. Components of the cash balances included \$18,782.73 in the General Fund and \$19,422.98 in the Building Fund. The remaining cash balance of \$58,051.57 was in dedicated funds, according to the report.

The Statement of Activities showed that revenues totaled \$82,009.47 versus expenses of \$58,058.52 for a net positive balance of \$23,950. General Fund offerings in March totaled \$57,759.18, including approximately \$8,000 from Lenten services. Additionally, five Monday deposits were made because there were five Sundays in March, accounting for about \$7,000 more than would be seen in a month with four Sundays. Christensen's

report said the total giving closely mirrored what was expected for the “Easter increase” in the budget. Also in March a total of \$21,830 was contributed to the Building Fund.

No unusual expenses occurred in March, other than a \$1,000 deficit due to a bill of \$1,800 in electric costs compared to the budgeted \$800. Year-to-date activities showed a decline of \$1,661.34, with a substantial portion of the deficit from January and February made up in March. Christensen’s report said April performance would be impacted by quarterly billings for insurance and City utilities.

Randall expressed a concern about paying for the April billings. Johnson made a motion to approve the Treasurer’s report, seconded by Randall. Motion carried.

REPORTS

Senior Pastor --Pastor Jeff reviewed his written report with the Council. He thanked those who serve on the Development Task Force. He said that the May assessment would have to be paid following the quarterly assessments in April, Then summer comes, he said, which traditionally sees lower giving.

The report included a chart that listed all the Lenten activities, including additional worship services, bulletins, songs, hymns and visual slides. He said the almost 7,500-person worship hours were something to celebrate. He thanked the Council and staff for helping put on a very successful and meaningful Easter celebration.

He said he was happy to see that the Children’s Ministry Team has accepted his challenge to experiment with summer Sunday School. He said he has challenged the Planning Ministry Team to take on the project of guiding the staff, Council and lay leaders though a Strategic Planning Process. With no other pastor on staff during the summer, his report said, it did not seem wise for him to attend Bay Lake Camp.

Pastor Jeff announced that Greg Olsen has been assigned to FLC as an intern. Olsen’s wife will be interning in the Kenyon parish. Each parish will contribute funds into a housing pool to provide an apartment for them. The couple would like to live in Northfield or Cannon Falls, a central location for their commute. Pastor Jeff said he would be required to attend a new supervisor’s orientation at the seminary.

Interim Associate Pastor – Pastor Michelle had provided a written report. It said the recent Dessert and Discussion evening that included the Adult Spiritual Growth team and Space for God participants had been successful. About 30 people attended the March 30th “Prayers Around the Cross” service. Stephen’s Ministry training was scheduled for April 16th. She had preached at all three services on Ash Wednesday and played an active role in coordinating the Lenten Soup Supper activities. She had assisted the youth director with the Easter Sunrise service, preached at the 8 a.m. Easter service and assisted at the 9 and 10:30 a.m. services. She also had taught two classes of communion instruction for parents and fifth graders, and continues to make hospital and care center visits.

MINISTRY TEAM REPORTS

Neurauter said he had received reports via e-mail from several of the ministry teams. Fellowship and Service, Planning, Stewardship and Youth ministry teams had not met in March.

Adult Spiritual Growth – The team had reviewed a proposal from Anna Johnson for the annual garage sale planned for April 17th and 18th. The sale was expected to raise \$1,500 to \$2,000, with 15% designated for Women’s Ministry, 10% for Christian Education, 30% for Missions and 45% for the General Fund. In addition, “Prayers Around the Cross” was planned for March 30. Pastor Michelle had trained Grundler to continue this program. She planned to have the Stephen’s Ministry functioning before she leaves at the end of May. Communion kits for the ministers are being sought.

Children’s Ministries – The report indicated that the Scrip fund totaled \$1,000. Children would be singing at all worship services Palm Sunday weekend. The report said that soup suppers had gone well. Soup had been donated, so camperships were expected to be higher. Games and ice cream were planned for the last sessions of Wednesday and Sunday classes in May. Registration for 2009-10 classes will include a fee of \$10 per child with a maximum charge of \$20 per family. Summer classes will be offered during the 9 a.m. service twice each month. At the meeting, Wenck said the sessions would be similar to Vacation Bible School, featuring singing, crafts, hands-on activities and story telling. She added that the suggested donation for fall Wednesday and Sunday classes had not been increased although more effort will go to collecting the monies. Registration will be conducted on a first-come, first-served basis for both members and non-members.

KiC activities had included a tubing party in February attended by 19 youth and a March trip by 12 families to Feed My Starving Children. Planned for May were a picnic at church and volunteering at Trinity Care Center. More than 40 had already signed up for Bay Lake Camp scheduled for June 22nd-25th. VBS would be held July 27th-31st. A Family Campout was set for Aug. 8th-9th on the church grounds. The Thrivent event, “Save, Spend and Share,” had gone well. Upcoming events included an April 19th FamFest Family Game Night; an April 16th Thrivent College Planning Night; and a May 3rd recital and fundraiser for Last Hope Animal Shelter.

Global Missions – The team had welcomed new members at a celebration meeting. Munch for Missions was scheduled for April 4th and 5th. Thrivent had approved matching funds up to \$625. Fair Trade Lutheran World Relief coffee, tea, chocolate and cocoa sales would be offered twice a month, correlating with communion Sundays. Mission Tanzania travel dates are November 5th-19th. Otterness and Chris Patsche, trip coordinators, will begin holding monthly meetings for participants.

Human Resources – This team had developed several motions intended to resolve some housekeeping items, make recommendations regarding benefits and update procedures.

Outreach and Growth – Blees said she had been out of town for much of March but had signed 200 welcome postcards that were mailed to new residents.

Property – The team had assisted the Nordseth family with selecting a location for planting a tree as a memorial to O.T. Nordseth. Spring cleanup of church property was scheduled for May 2nd from 8 a.m. to noon was scheduled. . At the Council meeting, Birch said that e-mails would be sent to those who had participated in previous cleanup events, The need for volunteers also would be promoted on the Great Hall screens. The Miller family, which originally gave the FLC flagpole in memory of Inga Miller, had offered to pay for replacement of the flag. Johnson coordinated the replacement.

Worship and Music – Discussion topics had included FLC’s financial picture and reports on the Altar Guild, the Design Team and Music Ministries. Also discussed was Rally Sunday. The vision/purpose would be activities and worship services that would be intergenerational, relationship building, people-connective, interactive, fun, engaging and inclusive.

At the Council meeting, Randall said the Worship and Music team would like to hold an event the last weekend in September or the first weekend in October, after the education programs began, instead of the typical Rally Day. The team proposed a Fall Festival with a variety of interactive old-fashioned activities for all ages, such as ballgames, a band, karaoke and more. The Saturday evening event could include a campfire and a camping night. Cost would be held to a minimum. Ministry teams would be needed to make the event successful. She invited teams to submit additional ideas. The goal would be to connect people while they are having fun.

Youth Ministries – Fencil said the group had met the previous evening and he would send a report by the end of the week.

OLD BUSINESS --

Northfield Retirement Community – Wenck had represented FLC at the recent annual meeting of the Retirement Community. FLC, which is a corporate member, does not have a permanent representative.

NEW BUSINESS –

Sale of Church Van -- Birch made a motion to sell the church van for \$1.00. Grundler made the second. The van would be sold “as is” to a needy family. Motion carried.

Human Resources Motions –

Piller moved that the FLC Council approve that full-time salaried employees (as of 1/1/09) will receive two weeks (80 hours) vacation and 20 days of sick leave. Johnson made the second. Motion carried.

Piller also moved that the FLC Council approve the accrual of vacation and sick leave at the start of each pay period. The accrual for vacation to be as follows: 3.34 hours each pay period for the 1st through 3rd year of employment, 5 hours for the 4th through 9th year of employment and 6.67 hours for the 10th year and thereafter of employment unless otherwise specified in their contract or letter of call. Sick leave to accrue at 2 hours every pay period. Grundler made the second. Motion carried.

Piller moved that the FLC Council approve allowing the unused sick leave to be accrued to a maximum of 30 days. Grundler made the second. Motion carried.

He moved that the FLC Council approve allowing employees to carry over a maximum of 80 hours of vacation at the end of each year without regard to quarter. Cole made the second. Motion carried.

Piller moved that the FLC Council approve the following -- Compensatory Time (comp time) will be granted to full-time salaried employees who are required to work at events which include at least three consecutive nights out of town. Comp time of ½ day for each night out of town will be allowed and must be used in the two weeks following the event. The maximum comp time allowed will be five days per event. The Senior Pastor may grant an extension of time to use this leave in special circumstances. Bles made the second. Motion carried.

Piller moved that an exception time sheet be used by all salaried employees to report paid and unpaid time off. These time sheets are to be submitted to the Senior Pastor on the 5th and 20th of each month. The information will be recorded and given to the Treasurer. Employees will be paid semi-monthly and time used and balances will be shown on the employee's pay stub. Fencil made the second. Motion carried.

As an informational item, Neurauter said the Council President is responsible for approving the Senior Pastor's vacations.

The meeting was adjourned at 9:17 p.m. on a motion by Birch. Bles made the second. Motion carried.

The meeting closed with the Lord's Prayer.

Respectfully submitted,
Lea Guenther,
Recording Secretary

MEETING REMINDERS

Executive Board: Tuesday, May 5, 2009

Council Meeting: Tuesday, May 12, 2009