

**FAITH LUTHERAN CHURCH**  
**Council Meeting Minutes**  
**February 12, 2017**  
**3:00 PM**

**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 Larry Patterson called the meeting to order at 3:03 pm.  
Present: President Larry Patterson, Pastor Rusty, Treasurer Matt Engelmann, Vice President Anna Geleske, Secretary Alyssa Jacobs, Richard Hinojosa, Myra Haugene, Maury Tiller, and Cynthia Murphy.  
Also Present: Bruce Haugene, Austin Adams, Brian Weaver
2. Devotion – Maury Tiller
3. Approve minutes from previous meeting
  - Regular meeting January 29, 2017  
Motion to approve minutes by Anna, seconded by Matt, motion carries.
4. Sanctuary Furnishings Task Force Report & Recommendation (attached) – Larry / Task Force Members
  - Motion to accept Task Force Recommendations by Anna, seconded by Myra, Motion carries.
5. Receive reports with discussion as warranted on regular agenda items:
  - Finance Report
    - i. Receive January 31, 2017 report
      1. Income for January was \$102.6K. Total income was down by \$12.1K vs. December and was \$3.4K above the ministry plan for January. We did receive in January the second half (\$21K) of the large gift (\$42K).
      2. Total income averaged \$20.5K per week in January.
      3. Expenses paid in January were \$85.1K. This was \$13.4K below the ministry plan. Spending was down by \$14.7K from what was spent in December.
      4. Overall cash position improved by \$21.5K and is at \$74.6K. Operating cash flow is back to a minimum manageable level, but remains an ongoing concern.
      5. Received 2015 Audit Report – No significant weaknesses noted, however, there are a few recommendations that the Finance Team and Director of Operations are looking into.
      6. Pastor Rusty – Look at 13 Month Trend: over the last four months we have began trending upward and in the right direction.  
Motion by Maury to accept Finance Report, seconded by Alyssa, Motion carries.
    - ii. MIF signature authorizations (online Administrator designations)

1. Motion to appoint online Administrators, Scott Taylor and Kari Voight, by Matt, seconded by Richard, Motion carries.

- Pastor's Report

- i. Staffing Update (Associate Pastor and other vacant positions): High Priority. 6 positions to be filled. Kitty is searching for Contemporary Worship Leader, Kari is working on Connections and Care Persons. Rusty is looking for Associate Pastor and Audio/Visual Positions. We do not have any candidates presented at the moment for Associate Pastor. Rusty has interviewed several Audio/Visual candidates. Has found one that he thinks will be a good fit and will reach out to them this week. Rusty is hopeful and prayerful that this candidate may work. Will let us know via email if/when decisions are made. Kitty has a few folks that she is interested in and will go through an audition process. We do not have any viable candidates for other positions. However, we desperately need the Connections position filled. Council needs to be prayerful about these positions as current staff is at capacity
- ii. Facilities Report (Attached - prepared by Kari Voight – Dec. 2016): Note the generosity of our members.
- iii. Other items of interest to Council - - ongoing activities
  1. Making technology upgrades: new website and app. We have an opportunity to develop them at the same time and make them fully compatible. Company is developing at no cost as we are signing a long-term contract for them to maintain the site and app.
  2. Partnership with Briarwood: Most important ministry partner that we have outside of Faith. We had discussed in Oct/Nov about giving them some support, however, we needed to see how we were going to finish the year. Right now, Briarwood could really use some of its ministry partners to step up and give support, as now is their lowest season of the year. \$3K comes from a prior discussion between Pastor Rusty and Pastor Phil. Pastor Rusty recommends giving it as an unallocated gift. Currently have \$24K in unallocated reserve. Briarwood is very connected to Faith and a lot of our folks are involved, and it Benefits Faith to support Briarwood. Pastor Rusty recommends the following Motion:  
Motion by Pastor Rusty to give an immediate gift of \$3K to Briarwood out of cash reserve plus a Noisy Offering, seconded by Myra.  
(discussion included above) Richard: would like to amend to \$4K and add in a noisy offering to get close to a \$5K. (Discussion: Maury would like to take more a conservative approach based on last year's history and keep is at \$3K. Does not want us to have a late summer/early fall like we had last year and have to put off an associate pastor)  
Vote on Amendment: Amendment failed.  
Vote on Motion: Motion carries.
  3. Day School: About to have a fundraiser for their 30<sup>th</sup> Anniversary to get new playground equipment and outdoor learning center with a price tag around \$70K. PR would like to consider deploying at least some of the benevolence from Branching Out soon and would like to discuss giving it to them unallocated so they could use it as they see fit for Endowment Fund/Fundraiser. The Day School Board is asking for a plan/update for disbursement. Finance Team is under the

assumption that disbursement would be towards the end of the campaign. Matt does not recommend paying all right now. We are receiving \$3-4K a month in Branching Out and paying part of tithed would be good. We have accrued \$17K for the tithed. Maury would like to start paying as soon and as linearly as possible. Matt recommends doing it in 3 stages. Desire to disperse now, again at the end of the year, and then at the end of the campaign – Matt will talk to FT for recommendation. Pastor Rusty would like to give before fundraiser.

4. Reminder that Council needs to have their pledges in before March 1<sup>st</sup>. Pastor would like to share with church that staff and leaders have already pledged 100% and here is the collective number.
5. Savannah accepted job with ELCA as a Program Associate for strategy division for HIV/AIDS in the Americas.

#### 6. Strategic Action Items

- Financial sustainability
  - i. Pledge Process update & planning for Commitment Sunday – Brian & Maury
    1. Small groups have been well received and there is really good communication going on. Even the people who pledged last year are getting a good message.
    2. Home visit sign-up by Council members
    3. Approve and Sign letter for pledgers
  - ii. Update regarding sale of surplus North 3.5 acres – Larry has a meeting with the real estate agent tomorrow. They are going to review the marketing strategy.

#### 7. Active projects and future agenda items

- Congregational Meeting – April 2, 2017
- Synod Assembly delegate selection process (Plano, Tx); April 28 – 30, 2017
  - i. Richard, Larry, two females, and an under 30 member.
- Retreat date – March 31 - April 1 (planning)
- Next Council Meeting – At retreat

#### 8. Adjournment at 5:02 pm.