

FAITH LUTHERAN CHURCH
Council Retreat Meeting Minutes
January 26, 2019
9:00 - 3:00 PM

1. Meeting called to order 9:05am by Larry Patterson. Welcomed attendees: Those Present: Larry Patterson, Pastor Rusty Sullivan, Cynthia Murphy, Anna Geleske, Gene Davenport, Sinikka Marten, Richard Hinojosa, Bruce Turner and guest Brian Weaver,: Absent: Maury Tiller
2. Objectives for Council Retreat: Clarify what the council will be doing for the next twelve months. We will have a presentation from the Commitment Team by Brian Weaver (See items #5). Larry Patterson provided a devotional; James 3 Taming the Tongue.
3. Approve minutes from previous meeting(s)
 - Council meeting - - December 9, 2018, Gene Davenport moved to accept the meeting minutes and Anna Geleske seconded; **Motion approved.**
4. Receive reports with discussion as warranted on regular agenda items:
 - Finance and / or Treasurer's Report(s)
 - i. Receive December 31, 2018 FLC & FLDS reports; **Gene Davenport, Council Treasurer:** Gene discussed our current financials and possibility of partnering with another church for a cross auditing. Discussed an advance give and decided to acknowledge the 2019 donation this year and place the 2020 donation into a separate account for use in 2020 if possible.
 - ii. MIF Loan (Interim) Adjustment response – Received letter from MIF requesting execution of modified payments. We are currently negotiating a new payment amount hopefully at our current \$15,000. We are hoping to close on 3/20. Pastor Rusty and Larry Patterson are working on additional modifications with MIF to reflect the delay in land sale closing.

We reviewed the December FLC Financial Report. Richard Hinojosa moved to approve the report and Cynthia Murphy seconded - **Motion approved**

Pastor Rusty discussed the Proposed new FLDS tuition rates next semester and requested Preapproval up to a 10% variance up or down for FLDS Advisor team action. Sinikka Marten moved to approve these rates and Gene Davenport seconded the motion. **Motion approved**
 - Pastor's Report
 - i. Briarwood Consultation letter/Bishop Gronberg requested a meeting with the council on 2/3 to discuss future plans with Briarwood. Council is

meeting on the 2/10 @ 1:00, we will ask Bishop Gronberg and Robert Smith if they can meet on 2/24 at 12:00 after the second service.

ii. Congregation Survey distribution and Evaluation Plan / path forward
We will be launching the congregational survey February. In connection with series starting on 3/10 to 3/17. Pia is working on follow up team to evaluate the survey.

iii. Items of Interest
See item #7

5. Commitment Team (Update & Planning for Pledging Campaign) – Brian Weaver
Commitment Team Update: For the Calendar year giving was up 2.2% over 2017. Giving was up 5.2% for the new fiscal year that began August 1, 2018. We reviewed the Commitment Process Plan and Timeline.

6. Update regarding sale of surplus land – Larry stated that things are still on track and that we should be notified 15 days before the Town of Flower Mound set the Planning & Zoning hearing.

7. Key elements to discuss for inclusion in future action plan

- MIF loan restructuring considerations/proposal development: Discussed terms that we would be requesting. No action taken.
- FLDS options to expand services: Discussed extended day school schedule to accommodate more families. No action taken.
- Staffing - duties and responsibilities: We discussed the Proposed Staffing Moves for 2019. The goal is to proceed with the following positions as the sale of the land is finalized and the appropriate individual is found for the position. Associate Worship Arts Director shared between the school and congregation, The Director of Faith Formation, The Director of Marketing and Communications and the Pastor of Nurture and Outreach. Cynthia Murphy moved to accept a motion and Sinikka Marten seconded the motion proceed.

Motion approved

- Intern application: It was decided that this will be deferred to a later date. **FY 2019-20 Ministry Plan (Budget development process) / Ministry plan.** Pastor, staff, Gene and Larry Patterson will work to develop preliminary numbers for Council consideration and incorporation into the final budget presentation for action at the Congregation Meeting.
- 24D – restart (meeting times & scope of lessons to cover)
We need to get our account re activated before starting the process again.
Pending
- Nomination for new council member and standing committee: We need to fill one new At-Large member and reappoint the President and Secretary.

8. May 5, 2019 - - Congregational Meeting: Preparation has begun for the meeting.

9. Review preliminary Council meeting schedule through August 2019
2/10 @ 12:00pm
2/24 @ 12:00pm for Bishop (tentative

3/19 @ 5:30
4/28 @ 12:00pm
5/14 @ 5:30pm
6/18 @ 5:30pm
7/14th @ 1:00pm or 16th @ 5:30pm
8/11th @ 1:00pm

10. April 26-27, 2019 - - Synod Assembly, North Richland Hills, Texas – delegates
Pastor Rusty, Gene & Janet Davenport, Larry & Caryn Patterson, Sinikka Marten
(Any other mission partner under 30 years old can be added).

11. Adjournment - -2:00 pm

FAITH LUTHERAN CHURCH
Council Meeting Minutes
February 10, 2019

1. Welcome - - Call to order 12:20 pm Larry Patterson, Pastor Rusty Sullivan, Anna Geleske, Gene Davenport, Sinikka Marten, and Bruce Turner, Maury Tiller Absent: Cynthia Murphy and Richard Hinojosa
2. Devotion: Larry Patterson - - Romans 8:26-29 (Prayer) Gene shared stories on faith, Pastor Rusty mentioned the sermon series and engaging people on line.
3. Approve minutes from previous meeting(s)
 - Council retreat meeting - - Jan. 26, 2019 Briefly reviewed the past meeting minutes and Sinikka Marten presented a motion to approve the meeting minutes and Gene Davenport seconded the motion. **Motion approved**
4. Receive reports with discussion as warranted on regular agenda items:
 - Finance and / or Treasurer's Report(s)

Receive January 31, 2019 FLC & FLDS reports; **Gene Davenport, Council Treasurer**. Reviewed the Financials for January. Positive financial outlook was associated with the advanced donation for 2019/20. Motion to accept the financial reports noted above by Maury Tiller and seconded by Sinikka Marten. **Motion approved**

 - i. Pastor Rusty reviewed the information from the commitment team on monthly and six month interval donations and shared that we are in a positive position.
 - ii. MIF Loan (Interim) Adjustment response – A letter from the Congregation President and Treasurer will be sent to MIF next week. The Council's intent is to continue the reduced payment through the closing date of the land sale tentatively set for March 20, 2019.
 - iii. Establish bank account for the pre-funding. Kari is setting the account up this week.
 - Pastor's Report
 - i. Meeting with Bishop Gronberg - tentatively set up meeting for April 7th Immediately after last worship service.
 - ii. Congregation Survey distribution (Update) This is scheduled to begin the third week of February.
 - iii. Items of Interest NA
5. Update: Commitment Team work - Pledging Campaign status: Team is meeting at the same time on 2/10, Larry Patterson will provide an update after he talks to Brian Weaver.
6. Activate Nominations Committee for new council members & standing committees: Larry Patterson shall update all terms and activate the nominating committees.

7. Update regarding sale of surplus land – Larry Patterson: It is still in Engineering Dept. of Flower Mound. We will find out date of town Planning & Zoning meeting about two weeks prior to the meeting date.
8. Ongoing items for inclusion in future action plans - -additions / deletions
 - FLDS options to expand services - - proposal under development. Ann Vanloenen is helping to analyze what it will take. Time, resources, staffing, etc. The staff shall have the information to Pastor Rusty and Kari by the end of the month.
 - **FY 2019-20 Ministry Plan (Budget development timeline)** We will be pulling the new budget together over the next month.
 - **24D – restart (meeting times & scope of lessons to cover)** The issue is being resolved so that we can use it again.
 - **May 5, 2019 Congregational Meeting - Larry Patterson** has begun the process to develop the ministry plan and draft the congregation presentation.
9. April 26-27, 2019 - - Synod Assembly, North Richland Hills, Texas – delegates Pastor Rusty, Sinikka Marten, Gene & Janet Davenport, Larry & Caryn Patterson Checking the registration date and looking for a under thirty candidates.
10. New Business: Ideas for furnishings and a refreshed look for the sanctuary. There are many ideas on the table, and we will address them after the sale of the land.
11. Adjournment - -1:30 pm

Next meeting at 3/19 @ 5:30pm

FAITH LUTHERAN CHURCH

Council Meeting Minutes

March 19, 2019

1. Welcome - - Call to order 5:44pm. Members attending: Anna Geleske, Gene Davenport, Larry Patterson, Sinikka Marten, Pastor Rusty and Bruce Turner. Absent Richard Hinojosa, Maury Tiller and Cynthia Murphy.
2. Devotion: Larry Patterson - -Philippian 4:10 -13 (Thanks for Their Gifts) Being Thankful for Gods Blessings.
3. Approve minutes from previous meeting(s)
 - Council meeting - - Feb. 10, 2019 **Motion** to approve last meeting minutes was offered by Gene Davenport and was seconded by Anna Geleske, **Motion Passed.**
4. Receive reports with discussion as warranted on regular agenda items:
 - Finance and / or Treasurer's Report(s)
 - i. Receive February 28, 2019 FLC & FLDS reports; **Council Treasurer Gene Davenport.** FLC Financials were reviewed, last month was a little flat, but typical of February. FLDS Financial reports were reviewed and found to be in excellent condition. **Motion to approve these reports** was offered by Bruce Turner and seconded by Sinikka Marten, **Motion passed.**
 - ii. MIF Loan (Interim) Adjustment response - - MIF has requested a copy of the revised closing date for the land sale and has agreed to leave the monthly payment at \$15,000 through August the expected closing date for the land sale is July 2, 2019.
 - iii. Establish bank account for pre-funding gives – This is being finalized this week by execution of signature card by the President and Council Treasurer.
 - Pastor's Report
 - i. Meeting with Bishop Gronberg: April 7th - - following 2nd worship service. Prepare by being knowledgeable of the latest report issued by Briarwood Retreat Center. Bishop Gronberg will be leading worship service April 7th - - Commitment Sunday.
 - ii. Congregation Survey distribution (response status). We are one week into it with approximately thirty mission partners having participated in the survey so far. Report to follow.
 - iii. ELCA – The Congregational Report for the period ending Dec. 31, 2018 has been filed. Council conducted a general review of the document to better understand how the various report parameters were collected and included in the final report approved / certified by Pastor Rusty for submission..
 - iv. Staffing Update - - There is no update for the two positions that have been filled. Discussion was held to consider engaging the call committee for a new Assistant Pastor. A motion was offered by Anne Geleske to

engage the call committee for an Assistant Pastor, Gene Davenport seconded. The Motion passed unanimously.

v. Items of Interest - - nothing further to report.

5. Insurance Coverage Renewal: Discuss and take appropriate action. On April 22nd staff will be meeting with the Church's insurance broker to review proposed premiums and coverage for the next insurance policy year. Guide One has indicated that the company will not fully cover the Church needs so an alternatives carrier may be needed.
6. Update: Commitment Team work - - Pledging Campaign momentum growing after the team released a video. Another video is planned. Their work will be beneficial to the Council's work on the budget and presentation for the upcoming Congregational meeting.

FY 2019 – 20 preliminary Ministry Plan (Budget Review and take appropriate action). Council reviewed the new plan in detail and made one modification to establish the final budget amount to be presented to the congregation. **A Motion was offered by Anna Geleske to approve the budget for presentation to the Congregation, Gene Davenport seconded the motion. Motion Passed.**

7. Council agreed to activate the Nominations Committee to consider new council members & the 2020 Nominations committees. The President agreed to contact the Nominations Committee to instruct them to meet and select candidates for three council positions (1) President, (2) Secretary, and (3) At-Larger Place #3. The existing President and Secretary are eligible for re-election.
8. Update: Sale of surplus land – **Larry Patterson:** Presented an update for the land sale that has been extended to July.
9. Roof Repair & Leak Claim Update – **Bruce Turner:** Presented an update on the roof and closeout with the roofing contractor Kpost. Additional investigation of the downspouts will be conducted on 4/23. Update to follow.
10. Ongoing items for inclusion in future action plans - -additions / deletions
 - FLDS options to expand services - - proposal under development by the Day School Director is working develop options for consideration by Pastor Rusty, Kari prior to submission to the Council. There next meeting is planned for March 20 to further discuss the issue.
 - 24D – restart (meeting times & scope of lessons to cover) We will start up again at the appropriate time after summer - - with the new council.
11. Future Meetings:
 - April 7th – Noon - Bishop Gronberg & Rev. Robert Smith
 - April 26-27, 2019 - - Synod Assembly, Richland Hills, Texas
 - May 5, 2019 Congregational Meeting - - planning underway

12. New: Business: FLDS Spring Festival on 5/4/19

13. Adjournment - -8:10 pm

FAITH LUTHERAN CHURCH

Council Meeting Minutes

April 28, 2019

1. Welcome - - Call to Order at 1:05 PM; Attending: Pastor Rusty, Richard Hinojosa, Larry Patterson, Gene Davenport, Cynthia Murphy, Bruce Turner, Sinikka Marten and Anna Geleske
Absent Maury Tiller,
2. Devotion: Brief discussion by Anne Geleske
3. Approve minutes from previous meeting(s)
 - Council meeting - -March 19, 2019 Motion to approve meeting minutes by Gene Davenport and seconded by Richard Hinojosa, **Motion approved.**
4. Receive reports with discussion as warranted on regular agenda items:
 - Finance and / or Treasurer's Report(s)
 - i. Receive March 31, 2019 FLC & FLDS reports; **Council Treasurer**
 - ii. Update - Review status of Pledges Campaign for FY 2019-20. Gene Davenport updated the council that March was a positive month, \$5,000 net positive. Regarding financial pledges we are about 20 less than at this time last year. Brian Weavers Team will be reaching out again and Larry will address it again at the congregational meeting. Larry will forward final notes on the budget for the upcoming congregational meeting on 5/5/19. A motion to approve the financials for Faith Lutheran Church and FLDS was offered by Cynthia Murphy and seconded by Anna Geleske. **Motion approved**
 - Pastor's Report
 - i. Review of Easter Worship Service. Activities to be reviewed with the staff on 4/29, All went well, and it was a better than expected Easter weekend. Live feed was up to three hundred views (Initial live stream and replays).
 - ii. April 26-27, 2019 - Synod Assembly, Richland Hills, Texas (Highlights). It was a positive meeting, Larry Patterson described some of the break out sessions.
 - iii. Congregation Survey (response status): Continues to be going well, we have completed 160 next updates will be 4/29.
 - iv. Items of Interest, Pastor Rusty described his schedule for the month of May. After congregational meeting he will be in California for an ELCA meeting, Don Havens will be filling in on the 12th, on the 16th he and Julie will be going to Lebanon and will be back on the 27th. We discussed seating in church. Also discussed that Sarah Weaver has been selected to Young Adults in Global Mission. Discussion was held to determine the level that the church might be able to support her trip. After discussion it was decided to pay the initial \$5,000 to fund her way. Sinikka Marten provided a motion for the church to fund this and Anna Geleske seconded the motion. **Motion approved** A fund raiser will be developed to help pay for it, but we are taking action now to make sure funds are available.
5. FY 2019 – 20 Ministry Plan (Final Review - adjustment as necessary - prior to Congregation Meeting). Review draft Presentation Coming this week. Larry Patterson shall provide during the week prior to 5/5/19.
6. Report of Nominations Committee; New council members & 2020 Nominations Committees. Ransom Alexander has agreed to serve on the council. The nominating committee has been selected and will be reported by Matt Engelmann.

7. Interview preparation for Associate Pastor Call: - - discuss and take appropriate action. Pastor Rusty has had several meetings with the candidate, the call committee has met with her and the council will meet with the candidate (two separate meetings) on May 3rd
8. Review support request for Adult Mission Lebanon Trip, Kids Alive International – discuss and take appropriate action. The council agreed to pay for the leader and each individuals initial cost by establishing a policy to cover the administrative expenses (in country lodging, meals, security and local transportation). Cynthia Murphy moved to accept this action and Sinikka Marten seconded and the motion, the **motion passed**.
9. Sabbatical Leave Policy development – discuss and take appropriate action. This will be studied, and the council will move in a positive direction to evaluate and work to establish such a policy.
10. Update: Sale of surplus land – Larry Patterson gave an update to the council on the upcoming meetings and subsequent vote that will occur at the Town of Flower Mound. The re-zoning review at the Town of Flower Mound Planning & Zoning Commission is scheduled for May 13th. A decision on the request is set for Council consideration on May 20th, with a closing on the land sale scheduled for July 2, 2019.
11. Potential or Ongoing items for inclusion in future action plans - - additions / deletions
 - 24D – restart (meeting times & scope of lessons to cover) Shall restart
 - FLDS options to expand services - - review proposal under development. Currently being discussed with Church Personnel
12. Future Meetings:
 - May 3, 2019 – Council Interview of Associate Pastor Candidate (attend or call)
 - May 4, 2019 – FLDS Spring Fest 4:00 to 8:00pm (Briarwood Retreat Center)
 - May 4, 2019 – Briarwood “A Night Under the Stars”- Texas Star, Euless, Tx
 - May 5, 2019 – Congregational Meeting
 - May 14, 2019 – Council Meeting - - Tuesday 5:30 pm
13. New: Business:
14. Adjournment - -3:00 pm

FAITH LUTHERAN CHURCH
Council Meeting Agenda
May 14, 2019; - - 5:30 PM

1. Welcome - - Call to Order at 5:38 pm: Pastor Rusty, Richard Hinojosa, Larry Patterson, Gene Davenport, Cynthia Murphy, Bruce Turner, Sinikka Marten, Anna Geleske and Maury Tiller
2. Devotion: Anna Geleske; FCA: The four oaths of leadership.
3. Approve minutes from previous meeting(s)
 - Council meeting - - April 28, 2019
 - Congregational Meeting - - May 6, 2019
Anna Geleske moved to accept the meeting minutes and Gene Davenport seconded,
Motion Passed.
4. Receive reports with discussion as warranted on regular agenda items:
 - Finance and / or Treasurer's Report(s)
 - i. Receive April 30, 2019 FLC & FLDS reports; **Council Treasurer**
Gene Davenport discussed treasury report. Gene mentioned that giving was close to planned, but that unforeseen expenses eroded the income. YTD is still stable. Cynthia Murphy moved to accept the Treasurer's Report as presented and Anna Geleske seconded, **Motion Passed.**
 - ii. Reviewed status of Pledging FY 20 Campaign – no further action taken.
 - Pastor's Report
 - i. Report on recent activities from Church wide Conference:
Trip to ELCA in Napa was a great conference for many reasons, Pastor Rusty will go into more detail when time allows. Overall learned more about Anchor churches and how we can create a Vision for the future. Great conference and more things to share.
 - ii. Congregation Survey (response status)
 - iii. Items of Interest
5. Follow-up on Interview with Associate Pastor Candidate - - discuss with Call Committee and take appropriate action.

The call committee is meeting directly after tonight's meeting. Provided that all responses are positive from the call committee the Council will be prepared to move forward to contact the Synod and the nominee to further engage in the call process. **(An Electronic Council Vote will be conducted after the meeting with the Call Committee.)**

If approved, Pastor Rusty will complete the paperwork to be sent to the Synod. The compensation package will be developed and presented to the Candidate for tentative acceptance, then it will go to the congregation for a formal vote. An introduction of the Pastoral Candidate to the congregation is needed and is tentatively scheduled on 6/23, with the vote on the Call (accept the candidate and the compensation package) set for a Congregational vote on 6/30/2019.

6. A Seminary Student graduating soon and is seeking an Internship commitment with a church before he would become an U.S. Army Chaplain. Since Faith is in need of assistance in the children and youth program, it is believed that such and intern could benefit both the church and help this young man complete his internship over the next year. The seminary is offering to cover substantial portion of the cost (\$ 6,000 compensation grant and housing). The annual expense

would be approximately half the traditional internship and much less than the Youth Ministry Leader compensation included in the FY 20 church budget. Gene Davenport moved to accept the nominee Anna Geleske seconded, Motion Passed

7. Sale of surplus land - Review action of Flower Mound P & Z and Prepare for Council Mtg – **ALL** Meeting at FM Council, Monday night 5/20 to determine outcome of land sale
8. Lebanon Trip, Kids Alive International – final coordination for Pastor Rusty's Absence. While in Lebanon Pastor Rusty will be worshiping and contributing to the services, members of the Mission Party will be supporting the programs of the Lebanon center based upon their individual skills and interest to include medical / health care and spiritual growth and many other ways as requested and needs are identified. The group will be busy each day, but will attempt to communicate with Faith and it's mission partners as much as possible.
9. New council member(s) planning for orientation and installation; The New member Ransom Alexander will attend next meeting scheduled for on June 18th.
10. Council Retreat Planning - - discuss format, topics and timing for later in the year. Deferred
11. Potential or Ongoing items for inclusion in future action plans - - additions / deletions
 - 35th Anniversary of Faith Lutheran Church (need to verify date chartered – Anna to check)
 - 24D – restart (Agreed that best to start after Associate Pastor call completed)
 - FLDS options to expand services - - Under development by church staff – nothing new.
 - Sabbatical Leave Policy development – discuss and take appropriate action look for a template, Cynthia will call the Synod and seek to research development of a policy.
12. Future Meetings:
 - May 20, 2019 – Flower Mound council Meeting
 - June 18, 2019 – Council Meeting - - Tuesday 5:30 pm
13. New: Business:
14. Adjournment - -7:51 pm

FAITH LUTHERAN CHURCH

Council Meeting Agenda

June 18, 2019

1. Welcome - - Call to order @ 5:41 pm. Sinikka Marten, Cynthia Murphy, Pastor Rusty Sullivan, Gene Davenport, Larry Patterson, Bruce Turner and Ransom Alexander. Absent Maury Tiller, Richard Hinojosa and Anna Geleske.
2. Devotion: Larry Patterson "Loved" Learn to laugh more freely.
3. Approve minutes from previous meeting(s)
 - Council meeting - - May 14, 2019 Gene Davenport provided motion to approve the meeting minutes and Cynthia Murphy seconded the motion. **Motion passed.**
 - Electronic Vote: Call Committee Recommendation (Pastoral Candidate) - May 15, 2019 The email response from all parties was affirmative to proceed with the Call. Gene Davenport offered a motion to approve the electronic vote for the Call, Cynthia Murphy seconded the motion. **Motion passed.**
4. Receive reports with discussion as warranted on regular agenda items:
 - Finance and / or Treasurer's Report(s)
 - i. Receive May 31, 2019 FLC & FLDS reports; **Council Treasurer** Gene Davenport reviewed the financials in detail and stated that May was down, but that over all we are under budget for expenses for an overall break even within \$3,709. Bruce Turner provided motion to approve financials and Cynthia Murphy seconded the motion. Motion passed.
 - ii. Update – Commitment Team Actions; Discuss response to Faith Blast request to finish strong together this financial year. Further, discussion regarding the outstanding job the team was doing to track giving. More updates are to be provided at the next meeting.
 - Pastor's Report
 - i. Lebanon Trip, Kids Alive International - - plans to present to congregation on 6/30. It was a life changing trip for many in attendance, June 30 each participant will share their opinion of what happened. Discussions were held regarding how and when we plan on funding next year's group.
 - ii. Update: Status on Seminary Intern commitment. Nick and Morgan have arrived in Flower Mound and secured an apartment. His official start date will be July 29th. It was agreed that a support / welcome team consisting of at least 6 mission partners should be established to assist them and insure that they are properly integrated into the Faith Community.
5. Pastoral Candidate introduction / approval process - - discuss and take appropriate action. Sarah Derrick arrives Friday night 6/21 and will be in both services on 6/23, she will be here afterwards for a luncheon (meet & greet) on Sunday. Her proposed compensation is approximately \$84,000. This will be discussed at the congregational meeting scheduled for 6/30. The congregation will be asked to vote on the Call and on the Compensation package separately.
6. Support Program for Seminary Intern - - discuss and take appropriate action – **ALL**
For those with support candidate names please send names to Pastor Rusty, ASAP.

7. Congregational Meeting – June 30, 2019 (Develop required informational documents and create presentation to facilitate a decision - - “Vote”). Larry informed the group that a Draft presentation and sample Ballots would be distributed to Council prior to the meeting.

8. Update: Sale of surplus land – Take needed actions to prepare for Council Meeting – **ALL**

Larry Patterson updated the council on the requested price adjustment and extension of the closing date from the buyer. Larry Patterson and Austin Adams will be working on a response to the buyer. Upcoming Flower Mound city council meeting is tentatively scheduled for Monday July 15 beginning at 6:00pm – Town Hall.

9. New council member(s) orientation and installation agreed to be held on August 4

10. Council Retreat: Select date - - develop format and topics - - make assignments TBD

11. History of Faith Lutheran Church (synod records and charter verification). A handout was distributed to the Council for informational purposes.

12. Potential or Ongoing items for inclusion in future action plans - - additions / deletions

- Congregation Survey (response status) - Still happening and collecting data
- 24D – restart: Timing to start (After Intern and Associate Pastor call completed)
- FLDS options to expand services - - review proposal under development
- Sabbatical Leave Policy development – to discuss and take appropriate action. Bring thoughts for next month’s meeting.

13. Future Meetings:

- July 15, 2019 – Flower Mound council Meeting for Land Zoning Change
- July 14, 2019 Council Meeting Sunday at 1:00 pm
- July 28th or August 4th – Installation of Intern
- August 4th – Installation of new Council members

14. New: Business: NONE

15. Adjournment - - 7:30 pm

FAITH LUTHERAN CHURCH
Council Meeting Minutes
July 14, 2019

1. Welcome - - Call to order @ 1:04: Attendees Cynthia Murphy, Pastor Rusty, Larry Patterson, Maury Tiller, Ransom Alexander, Richard Hinjosa, Gene Davenport, Bruce Turner, Anna Geleske and Sinikka Marten
2. Devotion: Maury Tiller: "Gratitude" followed by prayer.
3. Approve minutes from previous meeting(s)
 - Council meeting - - June 18, 2019
 - Congregational Meeting June 30, 2019 (Vote to Call / Compensate - Pastoral Candidate) Motion to accept minutes from both meetings by Gene Davenport and seconded by Anna Geleske, **the motion Passed.**
4. Receive reports with discussion as warranted on regular agenda items:
 - Finance and / or Treasurer's Report(s)
 - i. Receive June 30, 2019 FLC & FLDS reports; **Council Treasurer**
 - ii. Update – Commitment Team Actions; discuss response to Faith Blast
 - We discussed the need to establish an Audit Team to review past financial records. Possible nominees mentioned were Greg Getting, Steve Alhouse to assist in reviewing procedures with new team. If anyone should candidates to nominate for the audit committee please advise Larry or Gene. Gene stated that June was a positive month in general. We went on to discuss the future merging of the accounting systems with Faith Lutheran Day school and the future land sale. In addition we discussed that the \$39K in advanced giving can be recognized in the next fiscal year beginning August 1st. Motion to accept by Anna Geleske and seconded by Maury Tiller, **the Motion Passed.**
 - Pastor's Report
 - i. Update: Synod Activities related to Seminary Intern & second pastor call. Sarah Derrick has been approved. She will be ordained in South Carolina on Aug. 16th. Vicar Nick Schmidlin (seminary intern) starts July 29th and will be preaching our sermon on Aug. 18th. The intern cost was reviewed and the net change in cost will be revised to \$14,000 (about \$1,000 less than originally expected).
 - ii. Projector Replace plan. Still working on the pricing and installation method. The Pastor should have more information at the August council meeting.
 - iii. Items of Interest: No other items presented
5. Congregational Mtg Vote - June 30, 2019 (Communication to inform all Mission Partners) - Discussion and take appropriate action (Pastor Rusty & Larry lead discussion). Discussed the congregational meeting in general, it was a good idea to share the By Laws to make it a formal event. Discussed the positive voting outcome. Sarah Derricks reporting date is Aug 25.
6. Support Program for Seminary Intern Nick Schmidlin & Pastor for Care & Outreach Sarah Derrick - - discuss and take appropriate action – **ALL.**
We need to form an Internship support committee, build a support group. Both Nick and Sarah need a support group. Council members were encouraged to solicit possible candidates as soon as possible with priority for Vicar Nick and Morgan.

7. FLDS Activities: Discuss and take appropriate action – **ALL**
 - Advisory Team Appointments recommended are Marti Gappinger, Kelly Walker. Motion to accept by Anna Geleske and seconded by Sinikka Marten. **Motion Passed.**
 - Consolidated Financial Reporting. This is being undertaken by Kari and Scott Taylor to implement for next fiscal year.
 - Funding allocation for Proposed improvements (Security (LTTMC door), Playground Equipment & Sanctuary Projector Replacement). Larry Patterson received an email from Janna Nelson to request authorization by Council to spend funds for these three items. Pastor Rusty is scheduled to meet with his staff to discuss a global spending plan for the facility. TBD
 - Options to expand services - review proposal and implementation plan. Plans are being developed towards extended services. This would take shape in extending school hours during the school year impossible day care during summer months. It will take a large effort to make it happen, with tentative implementation as early as January 2020.

8. Update: Sale of surplus land; Discuss and take appropriate action – **ALL**
 - FM Town Council action (July 15th) Tomorrow night at 6:00pm. Sign in on line if you cannot attend the meeting
 - Interim Time extension for closing executed to allow the Town Council action.
 - Counter offer to Buyer – Council was directed to review and provide comment.
 - Update to MIF of progress to close sale, currently underway.

9. Recognize Outgoing & Install New council member(s). This will be held on August 4.

10. Sabbatical Leave Policy Review – Discuss and take appropriate action. Discussions were held regarding who would be included in the sabbatical leave policy. It must be advantageous to both individual and the church. Ransom Alexander mentioned there are grants available to cover some of these costs. Council deferred action until next meeting.

11. Council Retreat: Select date - - develop format and topics - - make assignments TBD. Begin considering ideas for discussion for council retreat date to be determined.

12. Potential or Ongoing items for inclusion in future action plans - - additions / deletions
 - Congregation Survey (response status)
 - 24D – restart: (After Intern and 2nd Called Pastor arrive) also when Pia gets back,

13. Future Meetings:
 - July 15, 2019 – Flower Mound council Meeting for Land Zoning Change (Pending)
 - August 4, 2019 Installation of Officers & Seminary Intern
 - August 11, 2019 – Council Meeting - - Sunday at 1:00 pm
 - September 15, 2019 – Council Meeting - - Sunday at 1:00 pm

14. New: Business:

15. Adjournment - - 2:54pm

FAITH LUTHERAN CHURCH

Council Meeting Minutes

August 11, 2019

1. Welcome - - Call to order: Pastor Rusty, Larry Patterson, Anna Geleske, Richard Hinojosa, Gene Davenport, Vicar Nick, Bruce Turner, Ransom Alexander, Cynthia Murphy and Sinikka Marten
2. Devotion: Cynthia Murphy
3. Approve minutes from previous meeting(s)
4. Council meeting - - July 14, 2019 Motion to approve by Anna Geleske, seconded by Sinikka Marten. Motion passed.
5. Receive reports with discussion as warranted on regular agenda items:
 - Finance and / or Treasurer's Report(s)
 - i. Receive July 31, 2019 FLC & FLDS reports; **Council Treasurer**
Income shows the bills paid and that expenses were over a bit, giving was down a bit from last year but overall it was a solid July. Continue to monitor and review with commitment team.
 - ii. Review Year-End Budget Summary FY 2018-19
Next month we will merge the financials between Faith Lutheran Church and FLDS into one. Motion to accept the Finance Reports by Richard Hinojosa, seconded by Cynthia Murphy. **Motion passed.**
 - iii. Update – Commitment Team Actions; discuss response to Faith Blast.
We will be completing a year end analysis with the commitment team.
 - iv. Establish Audit Team to review past financial records. Greg Getting will lead the audit team with Steve Allshouse assisting with a goal of completing the audit by end of next quarter.
 - Pastor's Report
 - i. Update: Pastor for Care & Outreach. Pastor Rusty will be traveling to South Carolina to attend Sarah Derrick's ordination and will return the following week. Sarah's first day will be August 25. Pia Owens Will be returning back on a part-time basis and limited to approximately 20 hours per week. Heather and Sarah sharing some of the duties previously assigned to Pia.
 - ii. Projector Replacement Plan: New projector has been placed on order and installation will be coordinated in September.
 - iii. Items of Interest. none
6. Discuss Support Program for Vicar Nick Schmidlin & Pastor for Care & Outreach Sarah Derrick - - and take appropriate action – **ALL**
Support program for Nick and Morgan is being formed. Bruce Haugene and Greg Getting will co-chair the committee. The support committee is centered on one of our Bible study small groups.

Mutual ministry team will be formed that will support both Pastor Rusty and Pastor Sarah. Coordination and planning is on-going.

7. Sabbatical Leave Policy Review – Discuss and take appropriate action
Discussed in June, the sabbatical leave will include Pastors, and long-term employees Kari Voight, Heather Johnson, Chris Adams, Kitty Barnhart, Ann VanLoenen would be eligible upon satisfying the policy requirements. Ransom proposed 3 changes be applied to the Sabbatical Leave Policy and then approved 1) seek grants 2) Define limit for non-rostered staff 3) Allow for ‘Gaps’ in Sabbatical. Time will be planned that works for congregation and staff. Discussion was held regarding 2-4-month time frame. It will be necessary to set up a reserve to cover the costs and potentially obtain grants. They will be well planned out. Motion to accept the policy with certain changes was made by Cynthia Murphy and seconded by Sinikka Marten. **Motion passed.**
8. FLDS – Playground Equipment Replacement – Discuss and take appropriate action.
Discussion was held regarding the new equipment that will be funded by FLDS for the playground. The motion to accept from Anna Geleske and seconded by Richard and Hinojosa. **Motion passed.**
9. Consider Sponsorship of Briarwood’s Golf Tournament - Discuss and take appropriate action. It was decided to sponsor the golf tournament as we have in the past. Sinikka made a motion to support a sponsorship at the \$3,000 level. Anna and Cynthia seconded. One member abstained from voting all others voted to approve the motion. **Motion passed.**
10. Update: Sale of surplus land; Discuss and take appropriate action – **ALL**
 - FM Town Council action (July 15th) – Report Approved zoning
 - Counter offer to Buyer – discuss closing date adjustment
The buyer wanted a reduction in cost of \$92,500 based on shared utilities. Larry Patterson and Austin Adams have been heavily involved in analyzing and negotiating a more reasonable amount. This offer will be sent back to the buyers for their consideration / approval. We are hoping maintain the September 26, 2019 closing date.
 - Update on discussions with MIF. The final cost reduction agreement and closing date will need to be determined prior to have further discussions with MIF.
11. Potential or Ongoing items for inclusion in future action plans - - additions / deletions
 - FLDS review proposal to expand services
 - Congregation Survey (response status)
 - Council Retreat: Select date - - develop format and topics - - make assignment
 - 24D – restart: Timing to start (After Intern and 2nd Pastor arrive)
12. Future Meetings:
 - September 15, 2019 – Council Meeting - - Sunday at 1:00 pm
 - October 20, 2019 – Council Meeting - - Sunday at 1:00 pm
13. New: Business: Anna will be moving away Pastor Phil has accepted a call in Brenham, Texas. Likely this council meeting will be her last. In accordance with the By-laws and Constitution of the Church a replacement council member will need to be selected and approved by the Board to fill the remaining term for Vice-President (until July 31, 2019). This action will be incorporated into the next Council meeting.
14. Adjournment - - 2:46 pm

FAITH LUTHERAN CHURCH

Council Meeting Minutes

September 15, 2019

1. Welcome - Call to order at 1:06 pm: Pastor Rusty, Pastor Sarah, Vicar Nick, Larry Patterson, Gene Davenport, Bruce Turner, Ransom Alexander, Sinikka Marten Absent Richard Hinojosa Cynthia Murphy.
2. Devotion: Larry Patterson
3. Approve minutes from previous meeting(s)
Council meeting - - August 11, 2019 Gene Davenport moved to accept the meeting minutes and Ransom Alexander seconded, **motion passed.**
4. Receive reports with discussion as warranted on regular agenda items:
 - Finance and / or Treasurer's Report(s)
 - i. Receive August 31, 2019 FLC & FLDS consolidated reports; **Council Treasurer:** Gene Davenport discussed that the financials are being joined with FLC and FLDS. We reviewed the format in detail and discussed how it will be more cohesive as developed in the future. Ransom Alexander moved to accept the reports and Sinikka Marten seconded, the **motion passed.**
 - ii. Update – Commitment Team planned activities; overall the commitments are trending in a positive direction. The overall numbers are stable. Brian Weavers group asked if the executive team would respond to some recent questions regarding finance. Executive team will review the questions and then review with the council. Date to be determined.
 - iii. Update on Audit Team to review past financial records: Greg Getting and Tom Coch to be Co-Auditors to review the past two years. Ransom Alexander moved to accept the Co-Auditors Sinikka Marten seconded, the **motion passed.**
 - Pastor's Report / Update:
 - i. Preparations for Pastor for Care & Outreach installation. Pastor Sarah discussed the details that will be involved of it.
 - ii. Projector Replacement plan. Is scheduled for installation this week.
 - iii. Children's ministry activities. Confirmation and God Squad is scheduled for tonight 9/15.
 - iv. Other Items of Interest. Sarah Derrick asked about her letter of call.
5. Update on Support Program for Vicar Nick Schmidlin and Pastor for Care & Outreach Sarah Derrick - - discuss and take appropriate action – **ALL.** Many people are assisting and want to support Pastor Sarah and Vicar Nick. We need to establish a mutual ministry team with input from Pastor Sarah and Pastor Rusty of people who are committed to our vision and mission of our church. Council Members were requested to be thinking of candidates to nominate for service on the team.
6. Sabbatical Leave Policy – Present final version for confirmation and acceptance. We reviewed the final draft and determined that changes were consistent with the Councils recommendations from previous meeting - - the policy was deemed acceptable as amended.

7. Consider candidate to replace Vice-President Position because of Anna Geleske's resignation (in accordance with By-laws & Constitution Section C12.03) to serve the remaining term ending July 31, 2019. – Discuss and take appropriate action. Larry Patterson nominated Ray Kimbrell and the entire council voted to accept his appointment to fill the unexpired term. Ray Kimbrell now serve as Vice President through July of 2020
8. Review FLDS – Directors Report for August 2019 – Discussion – **ALL** The Council discussed the Directors report and determined that this report will continue to be shared with the Council in a summarized format, but not presented as an item on the Council agenda.
9. Update: Sale of surplus land; Discuss and take appropriate action – **ALL**
 - Report on counteroffer to Buyer – discuss closing date adjustment. The buyers agreed to \$57K allowance for the Church's share of the utilities installation which will be deducted from the proceeds to MIF at closing. The bank still has questions regarding the plat. We should know something by the end of next this week. The Buyer is still in the process of presenting the new plat to the Town of Flower Mound which may cause another delay in closing currently scheduled for Sept. 26, 2019..
 - Update on discussions with MIF regarding impact of delayed sale on mortgage. TBD
10. Update regarding Ongoing items for inclusion in future action plans
 - FLDS review proposal to expand services. Is in discussion with church staff and will be presented soon.
 - Congregation Survey (evaluation of response – path forward) Is underway.
 - Council Retreat: 11/9 - - develop format and topics - - make assignments
 - 24D – Timing to restart? TBD at retreat
11. Future Meetings:
 - October 20, 2019 – Council Meeting - - Sunday at 4:00 pm
 - November 10, 2019 – Council Meeting - - Sunday at 1:00 pm
12. New: Business:
Legal carry signage. To be reviewed by Exec. Committee
13. Adjournment - - 2:48 pm

FAITH LUTHERAN CHURCH

Council Meeting Minutes

October 20, 2019

1. Welcome - - Call to order by President Larry Patterson at 4:00pm. Present; Pastor Sarah, Vicar Nick, Larry Patterson, Gene Davenport, Bruce Turner, Ransom Alexander, Ray Kimbrell, Richard Hinojosa and Cynthia Murphy. Absent Sinikka Marten and Pastor Rusty. Introduction of new member Ray Kimbrell assuming the unexpired term of Vice President vacated by Anna Geleske.
2. Devotion: Larry Patterson – Romans 8:28 (Story of Potiphar and Joseph)
3. Approve minutes from previous meeting(s)
 - Council meeting - - September 15, 2019; Motion to approve minutes by Ransom Alexander and seconded by Gene Davenport. **Motion Passed.**
4. Receive reports with discussion as warranted on regular agenda items:
 - Finance and / or Treasurer's Report(s)
 - i. Receive September 30, 2019 FLC / FLDS consolidated reports; **Council Treasurer** Gene Davenport updated the council that the Church is still in transition as the financial systems are merged, but the Finance Team is making strides to better reflect the overall financial status of Faith. September was down as giving is a bit flat. The delay in the sale of the land is still causing issues with cash flow since the full mortgage payment is still due (the ministry plan was developed assuming the land sale would occur in July 2019). Miscellaneous repair items have also impacted cash flow and depleted reserves. Motion to approve the financials by Cynthia Murphy and seconded by Ransom Alexander. **Motion Passed**
 - ii. Update – Commitment Team (Brian Weaver, Ray Kimbrell, Tom Schultz, Collen Jenson and Jerry Gray) activities; These individuals help manage the commitment process and monitor trends in giving through the year on an ongoing basis. Brian reported the current quarterly trends and compared them to the past five years. The trend in giving for the last quarter is down as compared to previous reporting periods. The Council and Commitment Team discussion leads to the determination that the Congregation should be informed and a general appeal regarding giving be made to the congregation at the November 10th worship service followed by a formal letter from the President, Treasurer and Commitment Team leader. The intent is to “Thank, Tell, Ask” apprising them of the current situation and ask for stepped up giving. Also, Brian reported that the Commitment team had gathered a list of questions during small group meetings and wanted to share them with the executive committee in order to develop the best approach to respond to these questions and better inform the small groups as soon as possible. The Commitment team would also like to start visiting small groups with an accompanying council members starting as soon as we can before year's end. Brian will attempt to get meeting dates from the small group leaders.
 - iii. Update on Audit Team to review past financial records. The ELCA guidelines have been secured and the Audit Team formed. The records for review are being gathered and the Audit work is forthcoming.

- Pastor's Report / Update:
 - i. Pastor Sarah & Vicar Nick activities: Pastor Sarah has many activities on-going. Wedding, funeral, getting out and involved with the congregation and leading worship during Pastor Rusty's absence. She is also coordinating a field trip to Holden Village in Washington for a field trip June 6 through 18. Pastor Rusty and Vicar Nick have attended a required meeting in Galveston, Texas related to the Internship Program and are programmed to participate in another within the next quarter. Vicar Nick is involved in intern study. Vicar Nick is also working on a seven-week advent devotional for his Intern Project. Gods Squad is under way every two weeks, Confirmation is underway, and 10 youth helped with Fall Festival. Operation Christmas child will be completed during a shoe box wrapping party on Nov. 10th and we could always use more volunteers.
 - ii. Children's ministry activities; Two individuals have been hired on a party time basis to support Faith Kids more planning is needed to improve our programs and monitoring the progress of Faith Kids and Youth Programs in the future.
 - iii. Other Items of Interest - None

- 5. Installation of Scripture Verse monument near West side church entrance donated by Dan and Renee White - - Discuss and take appropriate action. Motion to accept was made by Ransom Alexander and seconded by Ray Kimbrell. **Motion Passed.**

- 6. Discussion: Council Retreat set for Nov. 9th – purpose, format, topics - - assignments: This will occur from 8:30am to 3:00pm (Location TBD). Topics are being prepared by Pastor Rusty and Larry Patterson prior to meeting. Larry offered a few items to consider: after the land sale – what do we do with the remaining section of land - - how best should it be used? Church campus and facilities: how do we best identify the repair / maintenance items needed along with cost and timeline of needs? Identifying required staff and properly identify their function and relationship? Develop appropriate responses to address questions from small groups and create a mechanism to continue communications through Council and Commitment team? Where is Faith going next. FLDS extended hours. Chairs vs. Pews. Council members were asked to send Larry Patterson their list of items as soon as possible.

- 7. Update: Sale of surplus land; Discuss and take appropriate action – **ALL**
 - Report on counteroffer/closing date has been adjusted to November 26, 2019. Must have plat approved before the sale. Larry challenged the & \$92K and was able to reduce it down to \$57K and further reduced the closing by \$6K as consideration of the closing delay from September 26th to November 26th.
 - Report on Town of Flower Mound action to approve New Plat. The Applicant has responded to the initial review and awaits the Towns review comments prior to the item being scheduled for action by the Planning & Zoning Commission then on to the FM council. Larry Patterson will advise when the P&Z is scheduled to meet.
 - Update on discussions with MIF regarding impact of delayed sale on mortgage. We have shared the info, nothing we can do at these times.

- 8. Update regarding Ongoing items for inclusion in future action plans
 - FLDS review proposal to expand services. Discussed operation through the summer, extended day. Staff working on possibilities.
 - Congregation Survey (evaluation of response – path forward). Council will take a look at the survey during the Council Retreat.
 - 24D – Timing to restart? Update at retreat. To get it started again. 24D is an evaluation of how your church is functioning.

9. Future Meetings:

- November 9, 2019 – Council Retreat (8:30 am – 3:00 pm)
- November 10, 2019 – Council Meeting - - Sunday at 1:00 pm TBD.
- December 15, 2019 – Council Meeting - - Sunday at 1:00 pm

10. New: Business:

11. Adjournment - - 5:48 pm

FAITH LUTHERAN CHURCH
Council Retreat / Meeting Minutes
November 9, 2019
802 N. Kealy Ave. Lewisville, Texas 75067

FLC Vision: Developing Relationships ... That Matter!

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

8:30 am Meet & Greet - Pastor Rusty, Pastor Sarah, Vicar Nick, Larry Patterson, Gene Davenport, Sinikka Marten, Cynthia Murphy, Ransom Alexander. Absent Richard Hinojosa and Ray Kimbrell

- 1) Call to Order – welcome (review of Retreat Objective) Pastor Rusty reviewed the presentation “Our vision for the future” which included.
 - a. Physical needs and changes to our campus
 - b. Infrastructure
 - c. Ministries and programs
 - d. Resources, The Why, What and How
- 2) Devotion – Ransom Alexander: Don't lose focus of where you are going. The Good and Beautiful Community by James Bryan Smith. Philippians 2:3 & 4

9:20 am

- 3) Objectives for Council Retreat – Pastor Rusty / Larry
The Four Strategic areas

Physical Plant & Campus: Develop a plan to address the following items

- a. Creating a more flexible campus by removing the pews and replacing the flooring. Utilizing flexible seating to increase the opportunities of use. Allow for easier maintenance. Rebuild the audiovisual closet and incorporate a production room on the east side, reduce the size of the kitchen and build additional storage and a wellness (for nursing mothers) room.
- b. Modify the existing office to an open plan for multiple uses.
- c. Love to the Max Center: Provide new audio visual system so that we may have a separate service in the LTTMC and also provide better production capabilities for the day school. We discussed the need to find an architect that could help with all three areas to try and consolidate the efficiencies.
- d. Camera System for the entire facility - - relates to security recommendation from past evaluations.
- e. Decision of what we will do with the remaining piece of property (approximately 1.75 acres) after initial section sold for veterinarian clinic.

Infrastructure Comments: Staffing needs for youth membership. We need to be looking for a person that specializes in youth development that focuses their demographic. A person dedicated to children's ministry. We need to be thinking about a person that can fill Vicar Nicks current roll. Council discussed current committees (audit and finance) and that the mutual ministry committee is not currently filled. Vicar Nick mentioned that a useful person would be a part time staff member to assist Chris with the live-streaming work. The need for a producer type person to incorporate all aspects of the AV team was also identified. The general impression was that Faith is missing opportunities on the other side of the screen related to the internet.

Ministries & Program: Further, Council discussed the need to continue to attempt to engage the online audience, this might lead to expanding to into a second site at some point.

- 4) Strategic Topics Discussion – 20 / 20 Vision – Pastor Rusty discussed this

- 5) Other Key elements to consider for inclusion in future action plans
- Communicating with Congregation and small groups
 - **FY 2020-21 Ministry Plan** (Budget development process)
 - Sanctuary furnishings re-establish sub-committee(s);
 - 24D – restart (meeting times & scope of lessons to cover)?

11:30 am Lunch Break

- 6) Assignments: To facilitate Plan Development for Strategic Action Items

2:00 pm (Conduct Regular Monthly Council Meeting)

- 7) Approve minutes from previous meeting(s): October 20, 2019
Some of the upcoming dates for meetings may change Ransom Alexander motioned to approve and Gene Davenport seconded. **Motion passed.**
We will do a preliminary budget and then develop the Congregation Approval followed by a commitment date before the new Fiscal Year.
- 8) Receive reports with discussion as warranted on regular agenda items:
- Finance and / or Treasurer's Report(s)
 - i. Receive October 31, 2019 FLC & FLDS reports; **Gene Davenport, Council Treasurer** October was positive compared to recent months. The Land sale is affecting us negatively financially, but we are pushing the process as hard as we can. Cynthia Murphy moved to approve the financial reports and Ransom Alexander seconded.. **Motion passed.**
 - ii. Update: Commitment Team Activities: - Discuss Teams Report
YTD Actual number discussion Council and Commitment Team will be jointly meeting with Small groups to discuss elements of the Strategic Plan and item of interest related to the church activities and finance.
 - Pastor's Report
 - i. Pastors Rusty & Sarah and Vicar Nick's activities – briefly commented on current and upcoming activities.
 - ii. Items of Interest – No additional items to present.
- 9) Update regarding sale of surplus land – Larry Patterson provided an update and informed the Council that everyone involved is pushing to expedite the review by the Town of Flower Mound with the target of closing the sale by mid December.
- 10) Elements for inclusion in future meeting agenda
- MIF loan restructuring considerations / proposal development
 - Nomination for new council members and standing committees
 - Utilization of Commitment Team reports
- 11) New Business: Motion to have Vicar Nick expend funds to update the youth room. The estimate was \$1,500. Ransom Alexander offered a motion to provide \$1,500 for the youth room work. Sinikka Marten provided a second. **Motion Passed.**

2:36 pm

- 12) Adjournment

FAITH LUTHERAN CHURCH

Council Meeting - Minutes

December 17, 2019

1. Welcome - - Call to order at 5:38pm; Present: Sinikka Marten, Gene Davenport, Vicar Nick Schmidlin, Pastor Sarah Derrick, Pastor Rusty Sullivan, Cynthia Murphy, Larry Patterson, Ray Kimbrell. Absent: Richard Hinojosa and Ransom Alexander
2. Devotion: Vicar Nick Schmidlin: Daily Guidepost: Luke 2:10-11. Larry Patterson gave the opening prayer.
3. Approve minutes from previous meeting(s)
 - Council meeting - - November 9, 2019; Gene Davenport motioned to approve the meeting minutes and Sinnika Marten seconded. **Motion Passed**
 - Electronic Confirmation for Staff Appreciation Gifts / Bonus conducted on Dec. 10, 2019. Motion made by Larry Patterson to certify the electronic vote taken by Council between meetings. This vote accepted and certified. Pastor Rusty offered his thanks from the church staff.
4. Receive reports with discussion as warranted on regular agenda items:
 - Finance and / or Treasurer's Report(s)
 - i. Receive November 30, 2019 FLC/FLDS consolidated report; **Council Treasurer – Gene Davenport** discussed detailed of the report and offered it for acceptance. **The Council Accepted the Report as prepared.**

Discussion was held regarding a potential gift to the FLDS endowment fund. The Council expressed its committed to fund the endowment gift (related to a past fund raising campaign estimated at approximately \$17,500) at the appropriate time that Church finances provide that opportunity.

A discussion regarding the land sale proceeds payment made to MIF. The Council made the decision to temporarily suspend the monthly mortgage payment to MIF until the new outstanding loan balance is determined and a decision is made relative to the provisions of a loan re-finance request. The desire is to refinance the loan to have future monthly payments be consist with the Ministry Plan budget of around \$7,000 per month. Future discussions with MIF will be conducted by Pastor Rusty and President Larry Patterson.
 - ii. Update on Audit Team's review of past financial records. On Devcember 16, 2019, the Audit Team reported that their audit work on both the Church and Day School financial records had was complete. The final report is being prepared for submission and acceptance by the Council.
 - iii. Update – Commitment Team planned activities; Brian Weaver's team will start meeting with groups beginning in February. The Pastors and at least one Council member is programmed to accompany the Commitment Team representative. More information will be presented about the meeting schedule at the Council's January meeting.
 - Pastor's Report / Update:
 - i. Pastor Rusty gave a brief update of upcoming Chirstmas season events.

- ii. Comments from Pastor Sarah & Vicar Nick regarding their current activities. Pastor Sarah is busy with outreach programs. The day school party and breakfast at Bethlehem, gifts for CCA. Vicar Nick listed his projects for 2020, Committee meetings, Operation Christmas Child and Intern project.
 - iii. Final Planning for Christmas Worship services: everything in order
 - iv. Feedback/comments on Scripture Verse Monument Great example of partnership. All very thankful for the gift to the church.
 - v. Other Items of Interest: NA
5. Status / Update on Strategic action items discussed at November 9th Council Retreat: Pastor Rusty reported that these items will be discussed in detail during the January Council meeting.
 6. Review Council meeting schedule and committee actions Calendar Year 2020

The next meeting will be held at 5:30 on Jan. 21st
 Feb. 16th – 1:00 pm
 March 24th – 5:30 pm
 April 19th – 1:00 pm
 May 12th – 5:30 pm
 June 23rd – 5:30 pm

Congregational Meeting will be May 17th at NOON to approve the ministry plan and elect new council members.

Commitment Sunday (or period) tentatively planned for June / July: Team Plan TBD.

7. Adult Trip - (June 8 – 16, 2020) Holden Village - - Update: Status of recruitment Gene Davenport described the trip and current attendees and mentioned the need to file roster by Jan 12th . The Church has committed to 15 attendees. It appears that the commitment will be achieve with a maximum available to go set at 20 individuals. Few more slots still open.
8. Update: Sale of surplus land; Discuss and take appropriate action – Report by Larry
 - December 9, 2019 - Town of Flower Mound approved Re-Plat
 - December 10, 2019 Council President signed and returned the Re-Plat to Town for execution by the P&Z Chair to facilitate filing document with Denton County
 - Title Agent / Council President secured Payoff statement from MIF for closing
 - Closing did occur on December 20, 2019 with all proceeds set to MIF to go towards the Church's outstanding debt. **The payment to MIF was \$605,174.80.**
9. Update regarding Ongoing items for inclusion in future action plans
 - Congregation Survey (evaluation of response – path forward)
 - 24D – Timing to restart (determine appropriate action for this program)
10. Future Meetings:
 - January 21, 2020 – Council Meeting – 5:30 pm
11. New: Business: NA
12. Adjournment - - 7:20 pm