

“Celebrating Faith in Christ by worshiping together and reaching out in love to all God’s people.”

Faith Lutheran

Volume 5, Issue 2

February 2010

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People of Faith,

This past Sunday, members of Faith Lutheran gathered in the sanctuary for our Annual Congregational Meeting. Compared to the past couple of years, our agenda for this meeting was pretty light—we were not voting to form a call committee or deliberating on the building project. Instead, we began with prayer, followed by staff and committee reports, before the election of new church council members. Last but not least, we approved the budget for 2010. This last item warrants an explanation for those who were not present at the meeting so everyone is aware of our situation and how we arrived at this decision so we can continue to move forward together.

I will begin with a recap of 2009. Budgeted income for 2009 was a Record High for Faith Lutheran Church! Our regular giving (this does not include money given directly to the Building Fund) was slightly higher than 2008. This is good news. Unfortunately, budgeted expenses for 2009 were also a record high. Some of the increases in expenditures were foreseen while others were not. The net result is that we spent approximately \$15,000 more than we received last year. I recognize this is stress inducing for many including myself but I would like to point out two things which should inspire confidence. First, years ago when we discussed adding another staff person as we prepared to build a new facility, we recognized there would be a period of time when our budget would be understandably tight. Therefore, the Church Council planned accordingly. Approximately \$35,000 was set aside during this time for just such an occasion. Second, in spite of our net loss, Faith Lutheran was able to keep our commitments to local, national, and international missions. We gave away nearly \$18,000 to various ministries in 2009—we should all be proud of this generosity. We are making a difference in the world!

As a subcommittee of council members met in November of 2009 to prepare a budget for 2010, we were committed to proposing a balanced budget to the church council. While a ‘red’ budget may be unavoidable some years, a reoccurring ‘red’ budget is a practice our congregation wants to avoid. So we began scouring the budget line by line looking for ways to lower our fixed costs (insurance, paper, etc). Ultimately, we were able to find some savings but not enough to balance our budget. This left two options: we could reduce our commitment to mission or we could reduce the amount of money committed to our staff. After careful consideration and lengthy conversations, the committee recommended reducing our staff’s salaries. The support staff (church musician, janitor, and secretary) would receive a 5% reduction in salaries while the program staff (i.e. pastors) would receive a 10% reduction in salary.

In terms of full disclosure, I should acknowledge that I was part of these initial conversations. In fact, I was probably the most insistent that reducing staff salaries was a better choice than cutting missions for two reasons. First, I recognize the reality of our community’s economic situation. We all know people

Pastor's Page...continued

in our congregation who have lost their jobs, seen their salaries reduced, or feel less secure about their long-term employment. Nobody—myself included—is immune from the results of the recession. Second and most importantly, a commitment to mission lies at the heart of the congregation God wants us to be. If our congregation is to teach and encourage people towards healthy financial stewardship with any sort of credibility, our church budget should represent a substantial commitment to mission.

After I individually met with each member of our staff, the proposed budget was presented to the Church Council in December. The elected leaders of the congregation faithfully wrestled with it for a lengthy period of time before coming to the consensus that this was the best option available at this time with one significant addition. They proposed that if our congregation's finances would improve through an increase in giving this year that the Church Council would be authorized by the congregation to restore the Staff's 2009 salaries. This budget was then brought to the congregation last Sunday. There, I once again witnessed faithful people wrestling with how to be good stewards with what God has given us and how to be faithful to God's mission in the world. After a lengthy discussion, this budget passed overwhelmingly. I share all of this with you today for two reasons.

- You should be aware that our congregation is wrestling with the same financial issues every family, business, and congregation in our community faces. Our leaders have rightfully chosen to address these issues proactively before they become more serious.
- You should also know our staff is agreeable to the reduction in salaries because we are committed to God's Mission through Faith Lutheran Church. We are thankful for the concerns that have been expressed but believe this temporary move is the proper one for the long-term ministry of Faith Lutheran.

Finally, I want to say that I have been impressed and grateful for your willingness to talk about such delicate issues in an open and caring manner. Money is not anyone's favorite topic to discuss but it is critical for us to be able to do so as we live out our faith in Jesus Christ.

Blessings,
Pastor Justin

Worship



Come to Worship Prepared to Hear God's Word:

- 2/7 1st Cor. 15:35-58 Putting on Imperishability
- 2/14 Luke 21:1-4 Now That's a Good Question!
- 2/21 John 2:1-12 Smells Like Wine!
- 2/28 Luke 5:1-11 Smells Like Fish!

Lent Schedule: Our Wednesday nights begin with a simple supper from 5:00-6:15. Worship begins at 6:30. We will once again be utilizing the Holden Evening Prayer Service on Wednesday Evenings with special appearances from characters who met Jesus.

- 2/17 Lazarus (Played by Levi Livingood)
- 2/24 Mary Magdalene (Played by Sarah Klein)

What is Lent Anyway?: Lent marks the forty days Christ spent in the wilderness being tempted by Satan. Historically, Lent has been used by the Church in two ways. First, Lent was the time of preparation for baptism of new converts to be held on Easter morning. Second, Lent was the time of intentional spiritual renewal. Christians are encouraged to use this time to refrain from anything that draws us away from God's Love and instead, recommit ourselves through prayer, fasting, giving, and worship to follow Jesus Christ.

Adult Opportunities



Marriage Recharge is Saturday, April 17th: Faith will be hosting the 1st Annual Marriage Recharge for couples wishing to grow in their relationship with God and one another. Cost will be \$25 a couple which includes a continental breakfast, snack, and a simple lunch. This one day retreat will begin at 8:00 and conclude at 3:00. Pastor Justin and Jayne Boeding will lead this retreat. Registration is restricted to the first 50 couples who register. Registration forms will be available in the narthex.

Book Club: The next book club will meet Tuesday, February 2nd at 7:00pm to discuss Out Stealing Horses by Per Petterson. Anyone wishing to join in the March (Tuesday, March 2nd at 7:00pm) discussion can read Of Mice and Men by John Steinbeck. This tragic story, given poignancy by its objective narrative, is about the complex bond between two migrant laborers. <http://tinyurl.com/Of-Mice-and-Men-Steinbeck>.

Quilting Donations: Quilters are interested in any used quilting bedspread, flannel sheets and pillow cases. Leave any donations in the quilters room or contact VaLane Tyler at 633-9252.

Faith Moves: Will meet Tuesdays through February 15th from 6:00-6:45pm. Join us for one or all! We will have another series of classes starting in late March. This is a faith based exercise group centered around the support of a chair and uses Lakshmi Voelker Chair Yoga. www.getsitwhereyoufit. Any questions, contact Jayne Boeding at jayneboeding@yahoo.com.



Thank You

Members of Faith—

Thanks so much for the money, prayers, prayer shawl and Pastor Justin's visits. I'm delighted to be home once again and was so happy to spend the holidays with our whole family—what a blessing for both Bill and I.

Again—thank you.
Sandra Feil



Dear Friends of Faith Lutheran Church—

Your gift is important to helping children. Thank you for your generous donation of \$535.50 to the Ronald McDonald House of Rochester received January 20, 2010. Because of your kindness and generosity, families find comfort and support at this home-away-from-home. We value your partnership and we look forward to updating you throughout the year on the work of the Ronald McDonald House. On behalf of the families we serve, thank you very much.

Sincerely,
Maggie Schoepski
Community development Director.

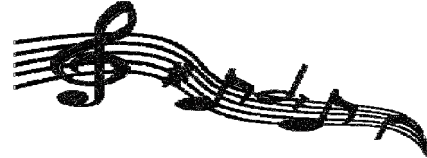


Time & Talent

What's the Dream Team?: A new team has emerged at Faith called the Dream Team. This small group is beginning the process of developing a new long-range plan for the congregation. Please keep this important ministry in your prayers.



Choir Practice: The Praise Band has begun meeting on the third Wednesday of each month following the worship service (approx. 7:15pm). Anyone who is interested in joining the band (to sing and/or play and instrument) is encouraged to contact Nadine Langworthy at npiano@kmtel.com.



Faith Family Recognitions

Birthday Celebrations

2nd—Bill Feil	9th—Sarah Johnson	25th—Dennis Vang
2nd—Brock Franko	11th—Alisha Selthun	25th—Caleb Johnson
3rd—Carol Johnson	12th—Jerry Erdmann	26th—Alex Head
3rd—John Gosse	12th—Mary Stoddard	26th—Bryon Wolf
3rd—Allison Erler	13th—Jenee Marchant	27th—Greg Finnes
4th—Vanessa Erler	16th—Travis Timmerman	28th—Joelle Anderson
7th—Jenny Grosse	16th—Randy Langworthy	
8th—Rick Wolf	20th—Amy Woxland	

Anniversary Celebrations

26th—Randy & Laurie Rahlf



December Financial Corner



December 09 General Financial Corner

2009 Income YTD	\$207,852.86
**2009 Expenses YTD	\$222,622.79
*2009 Missions Expense	\$17,807.96
Specific	\$808.49
Budgeted Missions	\$2,999.43
SE MN Synod	\$14,000.04
To mission.)	
Budgeted Income Dec	\$17,464.30
Budgeted Expenses Dec	\$18,934.04

December 09 Building Fund Corner

2009 Building Income YTD	\$152,102.10
2009 Building Expense YTD	\$119,149.59
Includes income/expenses for special bldg. projects	

We gave 8.8% of our budgeted expenses to mission!
(This does not include what special fundraisers gave

*Funds are reflected in monthly and YTD figures.



Youth

GIFT Sunday School GIFT (Generations In Faith Together) Schedule for February: Come and Join us as we finish up the Book of Genesis and Start on the Moses Stories. We gather at 9:00am and have our opening and lesson time then break out to small groups following the schedule below...

- February 7th Family Groups The Passover *Exodus 12:3-7*
- February 14th Age Groups – Art Into the Sea *Exodus 15:1*
- February 21st Family Groups Into the Sea *Exodus 15:1*
- February 28th Age Groups – Songs The 10 Commandments *Exodus 20 2-3*

Confirmation Schedule for February

- February 3rd Lord's Prayer
- February 10th Lord's Prayer
- February 17th Ash Wednesday **Parent Meeting to follow worship for 8th and 9th grades.**
- February 24th Lent Worship and Mentor Project

Parent Meeting for 8th and 9th Grades – February 17th: Immediately following worship. We will be discussing the mentor project, confirmation details and giving instructions for making stoles for Confirmation. Please attend with your child!

Lent Confirmation Schedule: We will have worship only during lent for our confirmation youth. There will be no small group time. You are required to worship each week. Sign in each week with Pastor Sue.

8th and 9th Grade Mentor Project: The 8th and 9th grade classes and their mentors will meet each week during Lent starting April 17th.

Youth Council: Monday, February 1st at 6pm. We meet the 1st Monday of every month at 6pm. Youth are invited—we need youth representatives on Youth Council. Please consider serving on this board. Come to a meeting and give us your ideas for your youth program at Faith! All ages are welcome!

After School Program: Is open to all 3rd-5th Graders. Invite a friend!

Youth to Singing in Worship: Sunday, February 21st at the beginning of the 10am service.

Thank You: To our small group leaders for your commitment to the program. We could always use more help on Wednesday afternoons any time during our program from 3:30-5pm. Please let Pastor Sue know if you could help at least one Wednesday afternoon a month at swallager@gmail.com.

2010 Youth Mission Trip – June 20-25th 2010: This year we are going to Kansas City to work with the people of the city and serve in Christ's name. The details are below:

- Open to Grades 6-9th
- Cost \$330
- Deposit \$100
- Registration and deposit Due by February 7th

More information and a registration forms are available on the information table in the gathering area and on our website (www.dcfaiith.com—under Ministry Opportunities—Youth). Contact Pastor Sue or Pastor Justin with any questions. There will be fundraising opportunities as well as scholarships available.



Youth...continued

Summer Camp 2010: There are brochures available for Good Earth Village on the information table in the gathering area as well as check out their website for more details on summer camp: www.goodearthvillage.org. There are camperships available to all who would like to attend camp this summer. Please pick up a campership application form on the table in the Narthex or print one off of our website (www.dcfaith.com—under Ministry Opportunities—Youth) and turn in by April 4th.



Birthday Boxes and Bags



Last year for a Sunday School Service Project we made Birthday Boxes which we gave to the Food Shelf. They were so successful that we have decided to make them again this year!

During some of our Family times and Art times in March and April we will be putting together the packages. We need your help in gathering items for the Boxes/Bags. Listed below are the items we need. Please drop off any donations at the church in the old office. Be sure to label it "For Sunday School Birthday Boxes."

Thanks for your help!

ITEMS NEEDED

- Shoe boxes or Birthday themed gift bags
- Wrapping Paper
- Cake Mix
- Frosting
- Balloons
- Small gifts for children or Gift Cards to places like Subway, McDonald's, etc.
- Birthday Candles
- Sprinkles

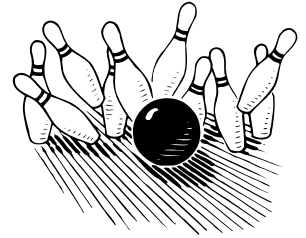
Please contact Kory Graham, 633-9306 or korygraham@yahoo.com, with any questions!



Fellowship

Oxbow Nature Center/Oxbow Park: Cross country ski trails available Noon-3pm on Saturdays and Sundays or by appointment as conditions permit. Ski rentals are \$3. Contact Oxbow Park at 507-775-2451.

Bowling: In West Concord on Sunday, February 21st at Noon. We need 12 people to hold the date. The final day for sign up will be February 15th. Families are welcome! Games will be \$2.50/each. Great pizza can also be purchased at a minimal fee. To sign up or if you have questions contact Vickie at bearsredman@kmtel.com or call 507-633-9355 and leave a message.



Council Minutes

**Faith Lutheran Council Meeting
January 11, 2010 6:00 pm**

Council Members: Grant Erler, Dan Fredrickson, Monica Fitzwater, Vickie Gross, Joan Henderson, Randy Langworthy, Denny Midthun, Frank Nerehausen, Missy Pflaum, Del Steen, Pastor Justin and Jill Hukee

Absent: Pastor Sue, and Dave Graham

- **Call to Order**
- **Open with Prayer**
- **Introduction of Guests** -- None
- **Devotions** – Discussion by Pastor Justin
- **Secretary Report** – Approve minutes from December 14th meeting. Motion to approve secretary report by Randy and 2nd by Joan. Open for discussion. Approved by all – opposed by none.
- **Treasurer Report** – Approve December financial report – Motion to approve treasurer's report by Grant and 2nd by Del. Approved by all – opposed by none.

Committee Reports

- **Building and Grounds – Grant, Del** – Snow will need to be removed from the roof. Hooks for the kids to use for snow clothes and backpacks. Will look at hanging hooks for the kid's snow clothes and backpacks at the west entrance.
- **Congregational Learning, Projects – Dan** – Reviewed the updated church usage docs. Motion to approve the church usage and fee policy made by Dan and 2nd by Del. Open for discussion. Approved by all – opposed by none.
- **Endowment Committee – Missy** – Mission endowment accounts report is located in the annual mtg. A big thank you to Karen Ingvaldson for all of her work associated with this committee. The council is very appreciative of all her dedication to this mission.
- **Fellowship – Vickie, Missy** --
- **Outreach – Monica** – No report
- **Personnel – Dave** – We have 2 folks interested in the job and 1 person who would be willing to be a sub. Need to have applications available for those persons to fill out.
- **Worship and Music – Randy, Dan** -- Need donations to get new equipment for recording on the internet. Approx \$750.00

Council Minutes...continued

- **Youth – Joan, Monica** – Snow tubing at Ironwood Springs on 2/7 and will be back before kickoff of the super bowl.
- **Pastor Justin's Report:** Attendance up to 265 in 2009. The focus for next year's council will be "How will we be involving others in committee and church activities".
- **Pastor Sue's Report:** No Report

Comments:

Old Business

- **Proposed budget for 2010** – The criteria to restore the staff salary to the 2009 rates will be a positive income vs. expense stream averaged over the 1st six months of 2010. This resolution will include the restoration of the 2009 rates and a 1 time repayment of the 1st six month salary reduction to the staff. This calculation will be reevaluated on a rolling 6 month basis if the positive stream is not met within the 1st six months of 2010.
- **Nominating Committee report/discussion:** Next Sunday we will generate the names of the folks nominated so members can review prior to the vote.
- **Application for use of FLC:** Report under Congregational Learning Projects from Dan.

New Business

- **Congregational Meeting set for Sunday, January 24, 2010 at 11:15am**
- **Next Meeting Date: Monday, January 24, 2010, following Congregational Meeting**
- **Adjourn** – Motion by Randy and 2nd by Dan. Approved by all – opposed by none.
- **Lords Prayer**

Annual Meeting Minutes

January 24, 2010

Faith Lutheran Annual Meeting Minuets

Called to order by Frank Nerenhausen - Attendance was 54 adults.

Lead in Prayer - Pastor Justin

Review and acceptance of last year's minuets

- Motion to accept Jeremy Wahlstrom and 2nd by Del Steen.
- Motion Carried

Ministry Reports

- **Statistical Report** - 100 new members in 2009. Active Membership average was 265 for 2009. Grew by 18-19%. That is an incredible increase in membership. Normally, a 3-4% increase is considered good.
- **Pastor Justin's Report** - Grow community involvement.

Pastor Sue's Report - GIFT is the new Sunday school program. We have 62 youth in grades 6th through 9th currently enrolled confirmation. This is a very large group.

Annual Meeting Minutes...continued

- **Financial Reports - Jill Hukee** - Group discussion.
 - Motion to accept à Dan Fredrickson 1st and Randy Langworthy 2nd.
 - Open Questions: Balance on the Building Loan. The loan payment we make every month stays the same for 5 years \$6564.00.
 - Motion Carried
- **Mission Endowment Report - Karen Ingvaldson** - The projection screen has been installed. The memorial money was included in a CD that came due and was paid to Jill for the building fund. There is still money in the memorial fund.
 - Motion to Accept à Dave Wahlstrom and 2nd by Jeremy Wahlstrom.
 - Motion Carried

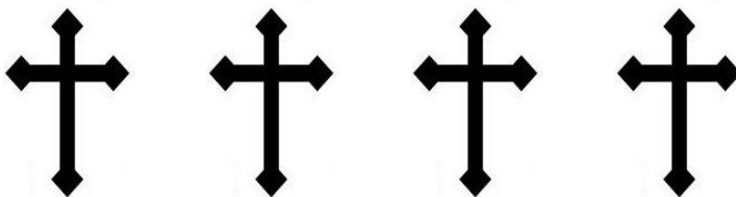
Nominating Committee

- Four open seats for council and four names submitted by the personnel committee. Frank Nerenhausen, Denny Midthun, Dave Graham, and Randy Langworthy are leaving the council in 2010. The four replacement council members are Mike Otto, Paul Olsen, Aaron Maixner and Carol Freyholtz.
 - Motion to accept – 1st by Art Hall and 2nd by Joan Henderson.
 - Motion carried

New Business

- 2010 Budget
 - Several cost cutting actions were reviewed but was not enough to cover the income deficit. We discussed staff and compensation reductions. While the council quickly decided all staff members are critical for the success of Faith Lutheran. The council did agree to do a “Deferred Compensation” approach where we reduce the compensation of staff for the 1st 6 months of 2010 and if we have the growth in revenue to work in the black, the council is hopeful to restore this pay mid-year 2010.
 - Motion to accept: Bill Ketchum and 2nd by Art Hall
 - Discussion: Can we cut our benevolence to the Synod? The Synod can not require us to give to the Synod. We could cut more of the benevolence to the Synod instead of cutting salaries. The council is committed to restore the staff pay as quickly as possible. We have a cost down strategy and revenue up strategy. The outstanding balance on the building loan is \$985,316,86. Pews: We need to be thinking of how to approach the pew issue; we need to think if we want new pews or if we want to go to three services on Sundays.
 - Motion carried:

Motion to Adjourn: 1st by Dan Fredrickson and 2nd by Karen Ingvaldson.



February Calendar

February 2010

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
	1 6:00 – Youth Council Mtg.	2 8:00 – Weigh-In 9:00 – WiseGuys 12:00 – Bulletin Deadline 1:30 – Ruth Circle 6:00-6:45 – Faith Moves 7:00 – Book Club	3 9:45 – Staff Meeting 10:00 – WOW 3:15-5:00 – After School 5:00-6:30 – Meal 6:30 – Worship & Confirmation	4	5	6
7 8:00 – Worship 9:00 – Fellowship 9:00 – G.I.F.T. 10:00 – Worship 2:30-4:30 – Snow Tubing	8 6:00 – Council Mtg 7:00-8:00 – Maxner/Miller Group	9 8:00 – Weigh-In 9:00-3:00 – Quilting 12:00 – Bulletin Deadline 6:00-6:45 – Faith Moves 6:00-8:00 – Quilting 7:00 – Deborah Circle	10 10:00 – WOW 3:15-5:00 – After School 5:00-6:30 – Meal 6:30 – Worship & Confirmation	11	12 3:30-5:30 – Brownies in Classroom	13
14 Valentine's Day 8:00 – Worship 9:00 – Fellowship 9:00 – G.I.F.T. 10:00 – Worship	15 Newsletter Deadline 6:30 – Youth Council Mtg	16 8:00 – Weigh-In 9:00 – WiseGuys 12:00 – Bulletin Deadline	17 Ash Wednesday 10:00 – WOW 3:15-5:00 – After School 5:00-6:30 – Lenten Meal 6:30 – Lenten Worship & Confirmation 7:15 – Confirmation Mtg w/Parents	18 9:00 – Sassie Lessies 7:00 – 4-H in Fellowship Hall	19	20 10:00-1:00 – Brownies in Classroom
21 8:00 – Worship 9:00 – Fellowship 9:00 – G.I.F.T. 10:00 – Worship 11:05 – Dream Team	22	23 8:00 – Weigh-In 9:00-3:00 – Quilting 12:00 – Bulletin Deadline 6:00-8:00 – Quilting	24 10:00 – WOW 3:15-5:00 – After School 5:00-6:30 – Meal 6:30 – Worship & Confirmation 7:15 – Praise Band Practice	25	26	27 Cory Mergen & Melinda Fritz Wedding
28 8:00 – Worship 9:00 – Fellowship 9:00 – G.I.F.T. 10:00 – Worship						

www.dcfaitth.com

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55927

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February Service Volunteers

February 2010 Service Group

Date	Service	Acolyte	Greeters	Reader	Fellowship
February 7	8:00am	Josh Brocker Samantha Brocker	Dennis & Diana Vang	Jeremy Wahlstrom	Youth
	10:00am	Jocelyn Austin Mikayla Austin	Jim & Pam Jensen		
	8:00am	Ashley Thaden	Jill Minette-Stacey		
February 14	10:00am	Brock Franko	Dave & Michelle Johnson		Diane Heikamp Jill Minette-Stacey Dave & Michelle Johnson
	8:00am	James Rowley Brock Franko Josh Brocker	Bob Christianson	Jeremy Wahlstrom	
February 21	10:00am	Samantha Brocker	Greg & Alisha Sethun		Gary & Mary Norstad Greg & Alisha Seithun Brandon & Stacy Wolf
	8:00am	Caroline Adams Jessica Paulson	Greg & Alisha Seithun Brandon & Stacy Wolf		
February 28	10:00am				

Attendance/Offering

Date	Attended	Offering	Building Fund	Date	Attended	Offering	Building Fund
1/3	121/99			1/17	114/121		
1/6	75	\$3,640.07	\$2,290.00	1/20	65	\$36,64.52	\$2,446.90
1/10	110/164			1/24	77/180		
1/13	55	\$2,425.25	\$643.00	1/27	78	\$3,233.25	\$1,398.00

Altar Guild

Hickey Family

Communion Helpers

February 7 8:00
February 7 8:00

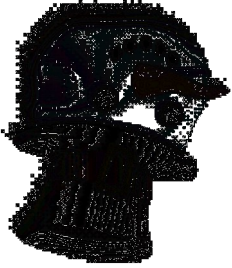
Dennis Vang
Diana Vang

February 7 10:00
February 7 10:00

February 21 8:00
February 21 8:00

February 21 10:00
February 21 10:00

“Celebrating Faith in Christ by worshipping together and reaching out in love to all God’s people.”



NEWSLETTER

We're on the web
www.dcfath.com

Address Service Requested

507-374-2174
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February 2010

Ash Wednesday

February 17, 2010

Lenten Meal 5:00-6:15

Lenten Worship 6:30

