

FIRST LUTHERAN CHURCH COUNCIL MEETING AGENDA

May 12, 2020 6:00pm

Call to Order

Assembling in God's Name: Opening Prayer and Devotions

Mission Statement: As faithful disciples, we serve God and welcome all people with open hearts.

Learning Moment – Meet Paul Haarstick, FLC Bookkeeper

Conducting the Business of the Church:

- Review and Approval of the Agenda
- Review and Approval of March 2020 Meeting Minutes
- Review and Approval of the Treasurer's Report

Pastor's Report

Old Business:

- Core Values document- Abbey and Pastor Gretchen
- Inactive member letter, April assembly- Calie
- The Five Dysfunctions of a Team
- Constitution update- George, Leslie
- 2020 Organizational Chart updates- Calie

New Business:

- Internship Committee
 - Denny Hystead, Al Jensen, Curt Rotto, Ralph Pedersen, Vicki Hanneman, Jennifer Smestad, Cindy Larson, Pam Western.
- Spending Freeze

**First Lutheran Church
Church Council Meeting Minutes
April 14, 2020**

Council members Present: Steve Guttormson, Suzanne Demuth, Jennifer Frank, Harriet Wicklund, Missy Mattson, Michael Wicklund, Abbey Kwapinski, Jennifer Woore, Debbie Opatz, Pr. Gretchen Enoch

Council Members Absent: Sara Koch, Jo An Whitlock

Guests Present: Kristy Wicklund, Calie Anderson

President Steve Guttormson called the meeting to order at 6:00 pm. Pastor Gretchen read a devotion and led a prayer. Mission statement was read by all.

Presentation by Kristy Wicklund; gave a brief overview of her role at First Lutheran

Review and approval of the agenda: Motion made to approve, seconded, motion carried.

Review and approval of the March 10, 2020 meeting minutes: Motion made to approve, seconded, motion carried.

Review and approval of the March 2020 Treasurer's report: Motion made to approve, seconded, motion carried.

Pastor's Report

- Pastor Stan made 42 contacts in March; won't be preaching this Sunday due to COVID-19 concerns
- Met with Hope and Augustana churches to lay out combined services for May
- Online worship services going well
- See Pastor Gretchen's report for additional comments

Old Business

- Inactive member letter still being fine-tuned; Calie working on list and will present at next meeting
- Constitution Update – will align with the ELCA
- Organizational Chart – will be located and shared with council
- Five Disfunctions of a Team – George Mathison reviewed and discussed

New Business

- Blood Drive cancelled due to less need; June 30th blood drive still planned
- Intern from Luther Seminary: 2 year position; total cost of \$7,000 over 2 years for First Lutheran; will start in June
- Committee will be formed to focus on intern's learning goals and our needs
- Payroll Protection Plan (PPP) – part of the CARES Act related to COVID-19. **Motion made to make application, seconded, motion carried.**

Committee Reports:

- Worship – new pipes delivered – work underway; worship planning for joint services with other churches
- Membership: Directories on hold for now; kids bags for worship redone
- See website for complete committee reports

Adjournment: Motion made to adjourn meeting at 7:50 p.m., seconded, meeting adjourned. Closing prayer.

Respectfully submitted,
Debbie Opatz, First Lutheran Church Council Secretary

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First Lutheran Church

Budget Comparison for General Fund

Account	-----Current Month (April)-----			-----Year To Date (April FY 2020)-----		
	Actual	Budget	Last Year	Actual	Budget	Last Year
Revenues						
General Revenues	0.00	0.00	0.00	0.90	0.00	42.88
Budget Reserve	0.00	1,250.00	0.00	29,000.00	5,000.00	9,000.00
Building Offerings	370.00	167.00	170.00	980.00	668.00	680.00
Confirmation Revs	0.00	42.00	0.00	4.00	168.00	145.00
Day Camp/VBS Revs	0.00	9.00	60.00	0.00	36.00	60.00
Envelope Offering	58,093.33	39,096.00	34,380.98	157,483.15	156,386.00	152,925.13
Fellowship Revenues	0.00	392.00	420.50	855.46	1,568.00	2,545.43
Initial Offering	0.00	17.00	0.00	275.00	68.00	180.00
Interest Revs	3.06	1.00	1.37	4.65	3.00	3.85
Local Expense Only	400.00	667.00	638.00	2,800.00	2,868.00	2,314.00
Loose Offering	0.00	375.00	988.73	497.07	1,500.00	2,077.73
Miscellaneous Income	0.00	100.00	150.00	1,385.00	400.00	400.00
Wedding Deposits	0.00	21.00	0.00	0.00	84.00	100.00
SubTotal Miscellaneous Income	0.00	121.00	150.00	1,385.00	484.00	500.00
Outreach Revs/Offering	0.00	0.00	0.00	0.00	0.00	0.00
Benevolence Offering	2,725.00	209.00	1,161.00	3,195.00	836.00	1,751.00
ELCA Disaster Relief	0.00	84.00	0.00	0.00	336.00	0.00
Good Samaritan	250.00	125.00	100.00	550.00	500.00	450.00
SubTotal Outreach Revs/Offering	2,975.00	418.00	1,261.00	3,745.00	1,672.00	2,201.00
Special Offerings	0.00	0.00	0.00	0.00	0.00	0.00
Advent	0.00	21.00	0.00	0.00	84.00	0.00
Christmas	0.00	834.00	0.00	0.00	3,336.00	0.00
Easter	325.00	584.00	6,977.00	325.00	2,336.00	6,977.00
Lent	440.00	375.00	2,836.00	1,837.00	1,500.00	4,543.00
Thanksgiving	0.00	84.00	0.00	0.00	336.00	0.00
SubTotal Special Offerings	765.00	1,898.00	9,813.00	2,162.00	7,592.00	11,520.00
Sunday School Offerings	0.00	84.00	30.51	98.96	336.00	581.14
SubTotal General Revenues	62,606.39	44,537.00	47,914.07	199,291.19	178,149.00	184,776.16
Total Revenues	62,606.39	44,537.00	47,914.07	199,291.19	178,149.00	184,776.16
Expenditures						
General Expenses	0.00	0.00	0.00	0.00	0.00	300.00
Education Exp	0.00	0.00	0.00	0.00	0.00	0.00
Adult Ed	16.17	25.00	0.00	198.27	100.00	146.04
Confirmation	0.00	125.00	0.00	77.78	500.00	0.00
Day Camp/VBS	0.00	25.00	0.00	0.00	100.00	0.00
Library Books/Supplies	0.00	9.00	0.00	0.00	36.00	0.00
Sunday School/FLY K6	176.93	209.00	333.04	764.90	836.00	552.81
SubTotal Education Exp	193.10	393.00	333.04	1,040.95	1,572.00	698.85
Fellowship Exp	0.00	0.00	0.00	0.00	0.00	0.00
Fellowship	437.58	334.00	922.54	944.04	1,336.00	1,497.57
SubTotal Fellowship Exp	437.58	334.00	922.54	944.04	1,336.00	1,497.57
General	0.00	0.00	0.00	0.00	0.00	0.00
Annual Mtg	0.00	2.00	0.00	0.00	9.00	0.00
Budget Reserve	0.00	1,250.00	0.00	0.00	5,000.00	0.00
Council Retreat	150.00	188.00	0.00	2,700.36	752.00	0.00
Synod Assembly Exp	0.00	192.00	625.00	0.00	768.00	625.00
SubTotal General	150.00	1,632.00	625.00	2,700.36	6,529.00	625.00
Membership Exp	0.00	0.00	0.00	0.00	0.00	0.00
Devotions Christ Home	0.00	50.00	0.00	148.50	200.00	148.50
Member bus passes	0.00	5.00	0.00	0.00	20.00	0.00

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First Lutheran Church

Budget Comparison for General Fund

Account	Current Month (April)			Year To Date (April FY 2020)		
	Actual	Budget	Last Year	Actual	Budget	Last Year
New Member Reception	0.00	9.00	0.00	0.00	36.00	10.50
Publicity/Advertising	0.00	167.00	0.00	0.00	688.00	249.00
SubTotal Membership Exp	0.00	231.00	0.00	148.50	924.00	408.00
Outreach Exp	0.00	0.00	0.00	0.00	0.00	0.00
Benevolences	1,471.00	4,042.00	3,855.77	1,471.00	16,168.00	4,352.26
SubTotal Outreach Exp	1,471.00	4,042.00	3,855.77	1,471.00	16,168.00	4,352.26
Personnel Exp	0.00	19,048.00	0.00	462.40	76,192.00	0.00
Background checks	0.00	17.00	49.00	44.90	68.00	68.50
Continuing Ed (Senior Pastor)	2,086.49	84.00	1,000.00	2,086.49	336.00	1,050.00
Employers FICA Contribution	643.61	821.00	869.38	3,350.09	3,284.00	3,419.94
Employers Medicare Contribution	150.49	192.00	203.33	783.53	768.00	799.84
Housing Allowance	2,000.00	2,000.00	2,000.00	8,000.00	8,000.00	8,000.00
Medical Insurance	3,369.26	5,000.00	4,471.68	18,053.22	20,000.00	17,699.72
Pastor Professional Exp	0.00	209.00	11.51	193.83	836.00	79.27
Pastor Social Security	538.66	539.00	344.26	2,154.64	2,156.00	1,377.04
Pastor Travel Allowance	197.23	292.00	243.02	873.42	1,168.00	1,160.00
Pension	1,566.87	1,881.00	1,681.62	7,209.39	7,524.00	6,176.48
Salary Bell Choir Director	0.00	0.00	605.00	1,869.45	0.00	2,420.00
Salary Camera Operator	0.00	167.00	0.00	0.00	668.00	0.00
Salary Custodian	2,526.94	0.00	2,453.34	10,107.76	0.00	9,813.36
Salary Director of Childrens Ministry	1,390.50	0.00	1,350.00	5,562.00	0.00	5,400.00
Salary Director of Operations	0.00	0.00	3,048.26	11,198.25	0.00	12,193.04
Salary Office Assitant	2,165.14	0.00	1,579.05	6,659.07	0.00	5,708.87
Salary Organist	927.00	0.00	950.00	3,141.50	0.00	3,300.00
Salary PA	0.00	104.00	120.00	80.00	418.00	325.00
Salary Pastor/Organ Sub	0.00	292.00	0.00	350.00	1,168.00	150.00
Salary Senior Choir Director	643.17	0.00	624.44	2,572.68	0.00	2,497.76
Salary Senior Pastor	5,041.66	0.00	3,953.26	20,166.64	0.00	15,813.04
Salary St. Choir Accompanist	0.00	0.00	127.04	392.55	0.00	508.16
Salary Visitation Pastor	766.49	0.00	744.17	3,065.96	0.00	2,976.66
Salary Worship Team	293.55	0.00	285.00	1,174.20	0.00	1,140.00
Salary Worship Team Drummer	0.00	42.00	0.00	150.00	168.00	150.00
Salary Worship Team Guitlar	0.00	42.00	50.00	100.00	168.00	200.00
Salary Youth Director	2,832.50	0.00	3,000.00	11,465.00	0.00	11,500.00
Staff Continuing Ed Training	0.00	84.00	100.00	15.00	336.00	100.00
Staff discretionary	0.00	42.00	0.00	205.00	168.00	0.00
SubTotal Personnel Exp	27,139.46	30,856.00	29,863.36	121,466.97	123,426.00	114,026.70
Property & Management Exp	216.10	0.00	0.00	216.10	0.00	0.00
Building/Equipment Maintenance	34.25	667.00	369.03	2,249.62	2,668.00	1,757.14
Copier	648.22	692.00	621.41	2,730.32	2,768.00	2,736.21
Insurance	1,026.27	1,084.00	985.93	4,105.08	4,336.00	3,943.72
Office Expenses/Supplies	178.28	334.00	236.56	1,497.58	1,336.00	1,726.59
Postage	59.90	250.00	140.00	954.65	1,000.00	882.65
Taxes	280.00	24.00	280.00	280.00	96.00	280.00
Technology replace/maint	0.00	84.00	0.00	0.00	336.00	722.57
Telephone/Network Security	517.10	417.00	690.47	2,575.89	1,668.00	2,808.70
Utilities	2,799.87	2,500.00	3,351.17	13,398.27	10,000.00	16,583.04
Vehicle Maintenance	0.00	42.00	83.33	43.53	168.00	309.27
SubTotal Property & Management Exp	5,759.99	6,094.00	6,757.90	28,051.04	24,376.00	31,749.89
Stewardship Exp	0.00	0.00	0.00	0.00	0.00	0.00
Online Giving/Web Hosting	182.62	71.00	60.30	424.22	284.00	253.39
Stewardship Offer Envelopes	0.00	38.00	0.00	425.43	152.00	0.00



First Lutheran Church

Budget Comparison for General Fund

Account	Current Month (April)			Year To Date (April FY 2020)		
	Actual	Budget	Last Year	Actual	Budget	Last Year
Stewardship Sunday	0.00	42.00	0.00	0.00	168.00	0.00
SubTotal Stewardship Exp	182.52	151.00	60.30	849.65	604.00	253.39
Worship Exp	61.78	0.00	0.00	61.78	0.00	0.00
Handbell Choir Music	0.00	42.00	0.00	500.00	168.00	20.00
Instrument Maintenance	375.00	125.00	375.00	375.00	500.00	375.00
Senior Choir Music	0.00	42.00	53.99	0.00	168.00	143.73
Special Music	0.00	21.00	50.00	50.00	84.00	50.00
Worship Supplies & Decorating	4.60	292.00	65.80	472.17	1,168.00	1,054.87
Worship Team Music	0.00	21.00	35.00	0.00	84.00	35.00
SubTotal Worship Exp	441.38	643.00	579.79	1,458.95	2,172.00	1,678.60
Youth Exp	0.00	271.00	0.00	0.00	1,084.00	0.00
Youth Activities & Trips	157.76	0.00	189.85	341.51	0.00	677.96
SubTotal Youth Exp	157.76	271.00	189.85	341.51	1,084.00	677.96
SubTotal General Expenses	35,932.79	44,547.00	43,187.55	158,472.97	178,191.00	156,268.22
Total Expenditures	35,932.79	44,547.00	43,187.55	158,472.97	178,191.00	156,268.22
Total Revenues	62,606.39	44,537.00	47,914.07	199,291.19	178,149.00	184,776.16
Total Expenditures	35,932.79	44,547.00	43,187.55	158,472.97	178,191.00	156,268.22
Net Revenues	26,673.60	-10.00	4,726.52	40,818.22	-42.00	28,507.94

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First Lutheran Church

Statement of Financial Position For All Funds as of 04/30/2020

Assets

Bank

General SSB Checking	109,602.18
SPECIAL SSB CHECKING	59,328.85
Thrivent Money Market	37,276.79

Total Bank 206,207.82

Accounts Receivable

Accounts Receivable	1,260.00
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Total Accounts Receivable 1,260.00

Total Assets 207,467.82

Liabilities

Other Current Liabilities

Payroll Withholding & Taxes	
FICA Tax Payable--Employer	-27.27
FICA Tax Withholding--Employee	-27.27
Medicare Tax Payable--Employer	-6.38
Medicare Tax Withholding--Employee	-6.38

Total Payroll Withholding & Taxes -67.30

PPP Loan Payable 69,100.00

Total Other Current Liabilities 69,032.70

Total Liabilities 69,032.70

Net Assets

Unrestricted

ALTAR GUILD FUND	40.63
BUDGET RESERVE FUND	-12,405.15
BUILDING RESERVE FUND	5,000.00
CHILDRENS CHOIR FUND	467.00
CHRISTCARE	500.00
CLEARING ACCOUNT FUND	7,285.48
COOKBOOKS FUND	1,265.25
EASTER PLANTS POINSETTIAS FUND	167.85
EDUCATION FUND	2,294.67
ESCROW ACCOUNT FUND	346.98
FAMILY MINISTRY FUND	3,788.56
General Fund	41,808.15
GOOD SAMARITAN FUND	1,882.54
GRAD FLEECE QUILTS FUND	-21.10
HAITI DRESSES	591.13
HANDBELLS FUND	2,372.26
HYMNAL REPLACEMENT FUND	310.34
JEAN DAHLING ESTATE FUND	18,319.86
LIBRARY FUND	873.30

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First Lutheran Church

Statement of Financial Position For All Funds as of 04/30/2020

MEMORIAL UNDESIGNATED FUND	29,099.15
MISSION COMM COFFEE FUND	427.11
NURSERY FUND	164.59
ORGAN FUND	-2,593.55
OWLS FUND	5,711.18
PARKING LOT FUND	11,490.42
PROPERTY FUND	-148.33
RADIO BROADCAST FUND	-4,427.26
SENIOR CHOIR FUND	5,309.88
SPECIAL FRIENDS FUND	285.23
TANZANIA TRIP FUND	4,934.29
THRIVENT CHOICE DOLLARS	560.00
Thrivent Interest	6.79
YOUTH FUND	12,727.87

Total Unrestricted	138,435.12
Total Net Assets	138,435.12 =====
Total Liabilities + Net Assets	207,467.82 =====

Statement Register for: General SSB Checking Dated 04/30/2020

Date	Doc No.	Journal #	Payee	Payment	Deposit	Balance
			Statement Beginning Balance			34,305.39
03/18/2020	35304	Check 7847	Verizon	20.00		34,285.39
03/18/2020	35305	Check 7848	Mary Jo Marcus	80.76		34,204.63
03/31/2020	35299	PrChk 2720	Check No. 35299 - Batch: March 30 2020	1105.35		33,099.28
03/31/2020	35300	PrChk 2722	Check No. 35300 - Batch: March 29	1402.21		31,697.07
03/31/2020	35313	PrChk 2737	Check No. 35313 - Batch: March 31 2020	1114.28		30,582.79
03/31/2020	35314	PrChk 2736	Check No. 35314 - Batch: March 31 2020	670.77		29,912.02
03/31/2020	35315	PrChk 2735	Check No. 35315 - Batch: March 31 2020	593.96		29,318.06
03/31/2020	35316	PrChk 2734	Check No. 35316 - Batch: March 31 2020	271.09		29,046.97
03/31/2020	35318	PrChk 2732	Check No. 35318 - Batch: March 31 2020	406.20		28,640.77
03/31/2020	35319	PrChk 2731	Check No. 35319 - Batch: March 31 2020	983.30		27,657.47
03/31/2020	35320	PrChk 2730	Check No. 35320 - Batch: March 31 2020	3245.58		24,411.89
03/31/2020	35321	PrChk 2729	Check No. 35321 - Batch: March 31 2020	1302.55		23,109.34
03/31/2020	EFT	PrTax 402	EFTPS	3713.90		19,395.44
03/31/2020	EFT	PrTax 403	MN Dept of Labor and Industry	584.38		18,811.06
04/02/2020		GJrnl 2149	Church Contribution Posting		5020.00	23,831.06
04/08/2020		GJrnl 2150	Church Contribution Posting		8025.00	31,856.06
04/10/2020	35323	Check 7859	Otter Tail County, MN	280.00		31,576.06
04/10/2020	35324	Check 7860	Great Plains Natural Gas Co.	994.86		30,581.20
04/10/2020	35325	Check 7861	Hurley's Religious Goods	128.67		30,452.53
04/10/2020	35326	Check 7862	NetCenter Technologes	246.45		30,206.08
04/10/2020	35327	Check 7863	NetCenter Technologes	32.50		30,173.58
04/10/2020	35328	Check 7864	JoAn Whitlock	50.00		30,123.58
04/10/2020	35329	Check 7865	Otter Tail Telcom	138.15		29,985.43
04/10/2020	35331	Check 7867	FFHA	363.88		29,621.55
04/10/2020	35332	Check 7868	City of Fergus Falls	358.56		29,262.99
04/10/2020	35333	Check 7869	Otter Tail Power Co.	1446.45		27,816.54
04/10/2020	35334	Check 7870	New Horizons Congregational Consulting	1000.00		26,816.54
04/10/2020	EFT	Check 7858	Security State Bank	48.00		26,768.54
04/11/2020	35340	Check 7872	Gretchen Enoch	516.40		26,252.14
04/12/2020	EFT	Check 7871	GuideOne Mutual Ins.	1026.27		25,225.87
04/14/2020	35342	Check 7873	Card Member Service	841.38		24,384.49
04/14/2020	35343	Check 7874	Leighton Broadcasting/FF	490.00		23,894.49
04/14/2020	35344	Check 7875	Great America Financial Services	648.22		23,246.27
04/14/2020	35346	Check 7878	Scott McRae	575.00		22,671.27
04/14/2020	35347	Check 7879	Service Food Market	346.52		22,324.75
04/15/2020	35335	PrChk 2738	Check No. 35335 - Batch: 2020 04 15 Payroll	1302.55		21,022.20
04/15/2020	35336	PrChk 2739	Check No. 35336 - Batch: 2020 04 15 Payroll	3245.58		17,776.62
04/15/2020	35337	PrChk 2740	Check No. 35337 - Batch: 2020 04 15 Payroll	983.30		16,793.32
04/15/2020	35339	PrChk 2742	Check No. 35339 - Batch: 2020 04 15 Payroll	693.42		16,099.90
04/15/2020	35341	PrChk 2744	Check No. 35341 - Batch: 2020 04 15 Payroll II	570.72		15,529.18
04/15/2020	EFT	Check 7890	Vanco Services	66.00		15,463.18
04/16/2020		GJrnl 2156	Church Contribution Posting		11340.00	26,803.18
04/16/2020		GJrnl 2168	GJrnl 2168 - Receipt of PPP Loan #300007		69100.00	96,903.18
04/17/2020		GJrnl 2158	Church Contribution Posting		1219.52	97,122.70
04/17/2020		GJrnl 2157	Church Contribution Posting		2857.24	99,979.94
04/19/2020	35348	PrChk 2745	Check No. 35348 - Batch: 2020 04 24 Payroll	285.36		99,694.58



Statement Register for: General SSB Checking Dated 04/30/2020

Date	Doc No.	Journal #	Payee	Payment	Deposit	Balance
04/20/2020		GJrnl 2161	Church Contribution Posting		10445.00	110,139.58
04/20/2020		BkDep 1287	aa		150.00	110,289.58
04/21/2020	35349	Check 7880	Gretchen Enoch	85.99		110,203.59
04/21/2020	35350	Check 7881	Rich Iverson	100.00		110,103.59
04/21/2020	35351	Check 7882	Rich Iverson	825.00		109,278.59
04/21/2020	35352	Check 7883	City of Fergus Falls	280.00		108,998.59
04/27/2020	35354EFT	Check 7885	Portico	5860.27		103,138.32
04/29/2020		GJrnl 2162	Church Contribution Posting		13335.00	116,473.32
04/30/2020		GJrnl 2164	Church Contribution Posting		6127.45	122,600.77
04/30/2020		GJrnl 2165	Church Contribution Posting		491.09	123,091.86
04/30/2020		GJrnl 2169	GJrnl 2169 - 2020 04 30 Interest		3.06	123,094.92
04/30/2020	EFT	PrTax 404	EFTPS	2472.07		120,622.85
05/01/2020		GJrnl 2166	Church Contribution Posting		1352.62	121,975.47
			Checkbook Balance	41,795.90	129,465.98	121,975.47
			Statement and checkbook balance			

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Mission: As faithful disciples we serve God and welcome all people with open hearts.

Core Values:

Our core values are grounded in God's love, faith in Jesus Christ, and living according to Biblical truth, with the Greatest Commandment reflected in our mission. *Love the Lord our God with all our hearts, souls, and minds...and love our neighbors as ourselves* (Mark 12: 28-31). We live out the Great Commandment by valuing the following:

- Education & Faith Formation
We are committed to teaching and communicating Biblical truths to people of all ages. Nurturing our faith and the faith of others is our way of welcoming all people and spreading God's Good News. Jesus taught us to love one another, just as God loves us. Therefore, we aspire to give unconditional love.
- Worship & Music
We are committed to creating opportunities for meaningful spiritual worship experiences for all. We value the history of collaborative worship and music in the church. We are grateful to God for our gifts and talents, and pray the Holy Spirit leads us to generously share our many blessings with others.
- Discipleship & Mission
We are committed to being a community of believers, developing servant leaders who exist to move throughout our world with the Gospel of Jesus Christ, calling all to a saving relationship with Him. We welcome diversity, enfolding all with grace, love, and building faithful connections.
- Fellowship & Witness
We are committed to understanding and valuing all people so that our members feel essential to our church's identity as one church in Christ. We value faith-based connections and relationship-building through fellowship. We strive to bring our faith outside the walls of the church and be the church amidst the world.

5 Dysfunctions of a Team-Reflections by Pastor Gretchen

Several questions to consider

1. Are we really a team? Do we want to be a team? What is it going to take to increase our team effectiveness?

A team shares common goals well as the rewards and responsibilities for achieving them. Team members readily set aside their individual or personal needs for the greater good of the group.

2. Are we ready for heavy lifting? What is the 'heavy' in the life of FLC at this time? What is causing me stress as a council member of FLC? Is there anything which keeps me awake at night? What is going to wound us if we don't deal with it soon?

Heavy Lifting?

- worship with 2 other ELCA congregations/Finances/communication with membership during Covid/social distancing/clarification of how to prepare for worshipping together once social distancing is lifted/on boarding a book keeper/on boarding an intern/strategic planning/preparations for retirement of Laurie (part time church office) and Pastor Stan(visitation)/structural updates needed in the building ie. windows, carpet, furniture, roof, lighting, childcare/etc. *Invitation to name others?*

Overcoming Dysfunction #1

- Building trust based vulnerability

Overcoming Dysfunction #2

- Mastering conflict

Overcoming Dysfunction #3

- Achieving commitment

Overcoming Dysfunction #4

- Embracing accountability

Overcoming Dysfunction #5

- Focusing on Results

Building Trust Exercise

Invitation to diving deeper:

A. What has challenged me or my family most during this pandemic?

B. What has brought me life during this pandemic?

Excerpt from a message from Bishop Bill Tesch:

“Therefore, since we are surrounded by such a great cloud of witnesses, let us throw off everything that hinders..., And let us run with perseverance the race marked out for us, ² fixing our eyes on Jesus, the pioneer and perfecter of faith. For the joy set before him he endured the cross, scorning its shame, and sat down at the right hand of the throne of God. ³ Consider him..., so that you will not grow weary and lose heart.”

– Hebrews 12:1-3

“You’re doing great! Great work! Keep running!” It’s true. You *are* doing great! You are adapting to find ways to share the good news and serve your neighbors amidst great challenges. You are utilizing time and space at home to seek God in new ways through scripture and prayer. Some of you are risking your life to care for the sick or to ensure basic services. You are being generous even amidst financial challenges. You are finding ways to share your faith with the click of a button! Great work! Keep running!

And while there is a finish line in this race, it’s still a ways off. You may have noticed that in the list of encouragements from Jesus and the cloud of witnesses I left one out: “You’re almost there!” ***The truth is that here in Minnesota we are NOT almost ready to return to gathering in worship again the way we did before March 14th*** when public health restrictions began in Minnesota.

- Our motivation to do this slowly, correctly and safely is our faith and our values:
- We trust that God is at work in God’s word - creating faith, forgiving sins, bringing life and salvation – whether that word is being heard by someone sitting in one of our churches or by someone sitting at home watching YouTube or Facebook Live. We are confident that God will be God and that God cares about the church even more than we do, so our decisions need not be driven by fear or reckless anxiety.
- Our values of faithfulness in relationship, authenticity in our welcome and love that makes a difference are guiding our decision to stay home and will guide our decisions around re-gathering, too. We are staying home now, not out of fear, but out of love for our neighbor and out of our desire to keep faith with the people God has given us to care for. Those will be the values that guide our return as well.
- The risks are real.
- We passed a deadly milestone: 65,000 deaths in the U.S. from CoVID19. That’s more deaths from this novel virus than ever recorded from influenza since the great pandemic of 1919 - and we have not yet reached the half-way point. This is not just a bad flu season.
- The low numbers of positive tests in some of our counties does not mean that the risk of transmission is low. The high percent of asymptomatic infections (at least 25%, probably higher), coupled with the high threshold of symptoms required before one can be tested, combine to suggest that the true number of cases is much higher.
- The disease is deadly for all ages, but especially for people over 60 and/or with underlying health conditions.
- What we are doing is working!
We stay home NOT to stop the pandemic – we can’t. We do it to limit the pace of infections so that our health care system does not become overwhelmed. This is

working! You are modeling this behavior in your communities and doing it out of love for your neighbor, because that's what followers of Jesus do! Thank you.

Here is what I ask of you at this moment...

- Breathe in, breathe out. This will be a slow process. For most of us, in-person gatherings are likely months, rather than weeks away.
- Keep praying!

Know that you continue to be daily in my prayers. It is a joy and a privilege to serve with you. Thank you for your good and faithful leadership at this time.

In Christ our Brother,

Pastor Bill Tesch

Bishop of the Northwestern Minnesota Synod, ELCA

May Council Report

This list is not exhaustive, while it includes some of my pastoral efforts this past month

- Office staff meets on Wednesday's at 11:00 for Zoom time of prayer, connection and planning
 - Meet weekly with Ps. Blair for coaching-working on job descriptions for all staff, including myself
 - I have been asked to serve on the NWMN Synodical Stewardship Committee. I have agreed to do so, as a means to connect with our Synod and grow in FLC means of Stewardship/Discipleship
 - Participate in Tuesday Weekly ELCA pastoral check-in zooms
 - Serving as a pastoral advisor to Director, Becky Weers, at The Welcome House
 - Met with my spiritual director- working on the Enneagram
 - Making preparations for the ELCA Baccalaureate worship service via Facebook Live May 27, 6:30
 - My office hours have been between 8-1 Mon-Thurs. during the pandemic
 - Recorded the morning watch on 2 Thursday mornings
 - Met with the Executive Committee
 - Met with the Education Committee
 - Met with the Leadership Retreat Team Twice-Working on Core Values for FLC
 - Participated in the Cultivating Generosity zoom Conference
 - Met with the Discipleship Team
 - Coordinated the Messenger with Laurie
 - Preached twice and led weekly worship
 - Made outreach calls to check on membership
 - Facilitated individual Confirmation Zoom conversations
 - Met with Personnel Committee to secure Paul's position as Bookkeeper
 - Coordinating mask making for our membership for in-house worship /Goal is 300 homemade masks
 - Ordered a welcome back sign for FLC/to be used upon return to church
 - Recruited an Internship Formation Team (8 People) to facilitate learning for our Intern
 - Participated in a Security webinar for the ELCA
 - Met with webmaster to learn more of the workings of the FLC website
 - Met with individual members for conversation respecting social distancing practices
 - Met with our Intern Lynn Melchior, to make plans for her arrival-First day in the church office June 15th, First Sunday June 21st
 - Planning for the zoom offering of a 13-week book study beginning June 1st- Breathing Under Water, by Richard Rohr
 - Participated in the 2 day MDiv-X Zoom Luther Supervisor Internship Training
- Faithfully submitted, Pastor Gretchen

Discipleship Team Meeting

5:30 pm – 6:30pm, May 5th, 2020

First Lutheran Church

Meeting was held via Zoom

Attendance: Michael Wicklund, Steve Guttormson, Jennifer Woore, Jeani Trosvig, Leonard Hatzenbuehler, Jennifer Frank, Pastor Gretchen

Opening Remarks: We prayed together a prayer that was used for the Cultivating Generous Congregations During Covid-19 Workshop.

Discussion:

- We discussed takeaways from the Cultivating Generous Congregations workshop.
- Pastor Keith Zeh from the Synod Office has agreed to be our guest speaker for Generosity Sunday on Oct. 4th
- We discussed adding time during our livestream worship services for offering as another way to remind people of the importance of their giving.
- We talked about transitioning back to “normal” worship, and what our “new normal” might look like. We thought this would be a good theme for Generosity Sunday. We chose Isaiah 43:18-19 as our theme verse.

Isaiah 43:18-19 (NRSV)

¹⁸ Do not remember the former things,
or consider the things of old.

¹⁹ I am about to do a new thing;
now it springs forth, do you not perceive it?

I will make a way in the wilderness
and rivers in the desert.

- Steve updated us on the spending freeze and current state of the budget.
- We noted that Kristy Wicklund has been doing an excellent job with the virtual Sunday School videos and decided to ask her if she would be willing to help produce a video on Discipleship as well.

Closing: We prayed the Lord’s Prayer

May Council Report

Personnel Committee Report

Paul Haarstick has begun as bookkeeper on May 4 and is settling in. We still have a contract with Carol to help transition Paul.

Submitted by Missy Mattson

Outreach Report – May 12, 2020 meeting

- Participated in joint Discipleship-Outreach meeting May 5
- Next Meals by Wheels June 22-26
- Red Cross Blood Drive June 30 (barring any cancellations)

Youth Report

Had a zoom with the Confirmation kids on May 6th, there was a pretty good turnout. Zoom game night coming up on May 27th with grades 7-9.