



**take up the shield of faith** Ephesians 6:16

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**Faith's Core  
Values:**  
*Discipleship,  
Hospitality,  
Prayer,  
Service,  
Stewardship,  
Worship,  
and Unity*

## **A Word from Council President Jim Nelson...**

Great News! Pastor Mark Johnson has accepted our call, we have a new pastor at Faith Lutheran Church. "We are truly Blessed".

In the Thanksgiving Eve message, we heard that Thanksgiving can be a lifestyle.

Yes, the spirit of Thanksgiving continues to live on in our congregation at Faith Lutheran. So many continue to step forward in sharing their time and talents and have truly enriched us as a congregation and have been a blessing to our Lord.

Advent season is upon us and we have so much to look forward to. Our many Christmas activities are soon to be highlighted by our Childrens Christmas Program. Let's do our part and pray for our Sunday school teachers and children as they prepare for the program on December 17<sup>th</sup>. Let's take a break and a deep breath and renew our hearts in anticipation of the celebration of the Lord Jesus in a manger again this Christmas.

Looking forward,

- Jim

## Finance Team

Finance and Management team met on Thursday November 9th, for scheduled Quarterly Meeting.

- Call to order - 6:30 pm, Tom, Lynn, Tod, Cheryl, Mark, Deb in attendance
- Major agenda item was the Finance and Management budget for 2024. Compared the 2023 budget and YTD financials and created our 2024 budget.
- Finance and Management team purchased an inexpensive device to stripe the parking lot. Members did the striping and cleaned weeds around the church landscaping a few nights in September.
- Sprinkler system has been blown out and some broken heads and a possible break in the line will need to be repaired in the spring.
- Name plates for columbarium niches - Discussed the email ordering process has been cumbersome and difficult. Discussed maybe having a group or point person for this? Will check with LF granite on improving the process.
- Shelves for the attic space above the kitchen.- Any shelves above the sprinkler heads will not work. Also sprinkler heads have fragile glass bulb elements.
- Qualified Charitable Distributions - Is the congregation knowledgeable of this option when turning 70.5 yrs old and mandatory IRA withdrawals can be taxable and possibly move people to higher brackets. No tax to anyone if this QCD method is used for giving?

## Congregational Life

Thanksgiving has come and gone. I hope everyone had a wonderful celebration. Our kids and grandkids were with us and filled our home with love and laughter for several days. When we sit down to our Thanksgiving meal we say grace and then we go around the table and each person says what they are thankful for. It is mostly family, friends, food, good health (and football). There are always things we can be thankful for. God is good!

The annual Thanksgiving Eve service and pie fellowship went very well. Thank you to all volunteers who stepped up to make it a success.

The next event is our annual Christmas Boutique and Bake Sale Saturday, December 2<sup>nd</sup>. Many volunteers make this a fun and successful event. This year the money taken in will go to help pay down the mortgage.

As always, if you have any comments, ideas or suggestions, contact any of our team or use the suggestion box on the table.

Wishing everyone a blessed Christmas from our team.

Karen, Roxanne, Noel, Jackie, Greg, Becky, Howie, Steve and Bev.

## Mission Statement

### *Know, Grow, Go*

- *Know* God and others
- *Grow* in Faith
- *Go* in Faith to Love and Serve the Lord



Therefore put on the full armor of God, so that when the day of evil comes, you may be able to **stand** your ground, and after you have done everything, **to stand**. **Stand** firm then, with the belt of truth buckled around your waist, with the breastplate of righteousness in place, and with your feet fitted with the readiness that comes from the gospel of peace. In addition to all this, take up the **shield of faith**, with which you can extinguish all the flaming arrows of the evil one. Take the helmet of salvation and the sword of the Spirit, which is the **Word of God**. And pray in the Spirit on all occasions with all kinds of prayers and requests. With this in mind, be alert and always keep on praying for all the saints.

**Ephesians 6:16**

***Faith Lutheran Church***

303 18th St. SE

Little Falls, MN 56345

320-414-0533

[faithlutheranlittlefalls.org](http://faithlutheranlittlefalls.org)

[secretaryfaithlutheran@gmail.com](mailto:secretaryfaithlutheran@gmail.com)

# November Council Minutes

Faith Lutheran Church Council Meeting, November 16<sup>th</sup>, 2023, 6:30 p.m.

*Present:* Joel Hanson, Joe Hyatt, Howie Larsen, Zach Leibold, Tom Lippert, Denny Myers, Jim Nelson, Cheryl Rioux, and Faye Sandy

*Absent:* Judy Berger, Steve Fellbaum, and Renae Stueber

The meeting was called to order by Jim Nelson and opening prayer led by Cheryl Rioux.

**Secretary's Report:** Joe Hyatt moved and Denny Myers seconded to accept the October Council Minutes. Motion carried. Faye Sandy moved and Cheryl Rioux seconded to approve the Special Council Minutes from November 5. Motion carried.

Zach Leibold moved and Joel Hanson seconded to approve the Congregation Meeting Minutes from November 5. Motion carried. Sarah shared a suggestion from the suggestion box asking about the Visitation team. There used to be a team and the council agreed forming a team would be a good idea, especially as we are transitioning to a new pastor. Sarah shared information about the payroll fees going up next year, which they do each year. The Financial Secretaries have proposed a change to their count sheet, stating there is a section that is no longer used, the council has no problem with that change. Sarah shared a Facility Use request. After discussion the council decided more information was needed prior to approval.

**Treasurer's Report:** Total giving for the year is up and well ahead of the budget. Some of this is due to the funds brought in for the mortgage principal. Expenses are higher than last year but still well below the budget. Placing finances overall well ahead of where we need to be. Howie Larsen moved and Denny Myers seconded to approve the October financial reports. Motion carried.

**Pastor's Report:** The proposed layout of Pastor Mark Johnson's compensation package was presented by Howie Larsen, representing the Call Team. Denny Myers moved and Joel Hanson seconded to approve the overall package. Motion carried. Zach Leibold moved and Howie Larsen seconded to begin Pastor Mark Johnson's payroll on December 8<sup>th</sup> with the new pay period. Motion carried. Joe Hyatt has agreed to help lead Confirmation class until Pastor Mark's arrival.

**Youth Leader Report:** Annika's report shared the progress on the current study of Lee Strobel's the Case for Faith, the curriculum she prepared to be done next; Life Revealed as well as the Operation Christmas Child shoeboxes that the Youth helped pack. Annika will help lead the Youth Group virtually for a few weeks to help them transition but has Youth Leaders in place to continue the group. She also left a letter for Pastor Mark about the new Youth Group curriculum.

**Ministry Volunteer Coordinator Report:** No formal report. A reminder was given for a worship leader on Sunday, December 17<sup>th</sup> to help with the Children's Christmas Program.

## Old Business:

### Ministry Team Reports:

- Children's Team: Christmas program is coming up, reminders have gone out to all Sunday School students. The new schedule for Sunday School has increased attendance numbers very little.
- Congregational Life Team: Thanksgiving eve pie social is coming up. Boutique sale ads are taken care of. The money from the Boutique sale is set to go toward the mortgage principal.
- Finance & Management Team: Discussed budgets. Shelves in the attic above the kitchen were discussed but it would block the sprinklers, so that will not be possible. The Columbarium was discussed. Cheryl Rioux will follow up with the nameplate company however the Finance Team feels that a dedicated Columbarium team should be set up. Joel Hanson moved and Howie Larsen seconded to set up a dedicated Columbarium team. Motion carried.
- Mission & Outreach Team: Budget was discussed. Several people have attempted to contact Teen Challenge but there has been no response, the money budgeted to them has been removed from next year's budget. Mission Nicaragua has also been paused until we hear from that host church.
- Worship & Prayer Team: Budget was set. The team will be transitioning to new presenter software. Matthew Neutz is leading Worship Band. Faye Sandy will lead the Thanksgiving Eve worship service. Christmas Eve will have both a 9am and a 4pm worship service. Justin Juelke came in and presented a proposal to purchase a new Hearing Assist system. Cost would be covered by the Worship & Prayer Team. Howie Larsen moved and Denny Myers seconded to approve this purchase. Motion carried.
- Youth & Family Team: Budget was discussed. Youth Leaders were set up to lead now with Annika gone.

*Budget Update:* Make sure Ministry Teams are getting their completed budgets to Cheryl Rioux.

*Nominating Team:* The team will need to find candidates to fill four council positions. There will need to be 2 council representatives and 3 lay people. Howie Larsen and Denny Myers stepped forward to be the council members.

## New Business:

*Prep for Pastor Mark's Arrival:* Pastor Mark is bringing his own computer, Sarah will help get him set up on the network and able to print. The Call Team proposed a \$1000 moving allowance. Faye Sandy moved and Tom Lippert seconded to approve this allowance. Motion carried. Pulpit supply in the meantime is being scheduled but Pastor Mark should be here by December 17<sup>th</sup>. A formal installation will be set for Pastor Mark after the new year. The Call Team recommends we call in a Pastor to do the installation and some recommendations were given by Pastor Nate. The Congregational Life Team will plan a welcome lunch for after the installation.

*Adult Education/Bible Study Fund:* Amanda Hyatt has requested an actual Fund be set up for Bible Studies/Adult Education for next year. An account has been available under the Youth & Family Team but has not been budgeted the last several years. She proposed a change to the Congregational Life Team and a budget for 2024 of \$300. This would help cover the cost of ordering studies or help those who wish to participate but cannot afford the materials.

*Website:* Kaj Bjorge built our website up from code. He has agreed to continue to update it for us temporarily. Eventually we will need to build a new website. Amanda and Sarah agreed to work on this next year.

*Office Space for Ministry Volunteer Coordinator:* Amanda has been working out of the library but would benefit from having a space dedicated to her work. Unfortunately we do not have another designated office. Several options were presented but for now it was recommended by the council that Amanda work in the Youth Director's office until a new Youth Director is hired.

Howie Larsen moved and Zach Leibold seconded to adjourn the November Council meeting.

The next meeting will take place December 21<sup>st</sup>, 2023

Submitted by Sarah Kalkbrenner, Faith Lutheran Church Secretary

## Attendance & Offering

November 5:	118	\$ 5,612
November 12:	133	\$ 5,720
November 19:	155	\$ 4,526
November 26:	139	\$ 3,145
Church Mortgage		
Balance: \$308,928		