

First English Lutheran Church  
Congregational Council Meeting: April 28, 2009

The meeting was called to order by Mike Lokensgard, Council President.

**Present:** John Zweig, Peter Peregrine, Jeff Diehl, Dan Baumbach, Ellen Evensen, Amy Henderson, Mike Lokensgard, Dana Olson, Jeff Picken, Steve Uslabar, Kathy Larson, Dong Pham, Dean Haas, Mark Des Rochers

**Excused:** Gordy Jeppson

**Devotions and Opening Prayer:** Kathy Larson

**Approval of Minutes:** Section VI. New Business b. 1. of the April 2, 2009 minutes needs to be corrected to read that Ellen Evensen and Mike Lokensgard meet with the staff leaders on Monday mornings and that the other Council officers are to be liaisons between the staff leaders and the Council. A motion was made and seconded to accept the minutes with the above corrections. Motion carried.

**Ministry Team Reports:** A motion was made and seconded to accept the Ministry Team Reports as submitted. Motion carried. A flowchart of the 2009 FELC Ministry Team members was provided. One correction was made to add Kathy Larson to the Support Ministry Team. A motion was made and seconded to approve the members of the 2009 Ministry Teams. Motion carried. The installation of ministry team members will be on May 17, 2009. A suggestion was made to continue promoting Ministry Team membership at the installation. Mary Bauer stated that the ECHOES temple talk had been moved to May 17<sup>th</sup>.

A question was asked whether there is a policy used for determining if communication should be in the form of temple talks versus verbal announcements on Sunday mornings. The Ministry Team Chairs will be asked to help determine a procedure at their next meeting on June 9<sup>th</sup>. Currently the list of verbal announcements on Sunday mornings is provided by Jan Sommerfeld.

**Treasurer's Report:** Steve Uslabar submitted his report as attached. He stated again that income is not keeping up with expenses and that our giving has been flat outside of specific gifts. With the resignation of the Lead Pastor, decreases in weekly giving will be seen. If we continue status quo he would project being behind \$350,000. Another concern is that the monthly mortgage payment is being paid from the Capital Campaign account of the trust and the added commitments each month are not meeting the monthly payment. A report of the capital campaign pledges versus receipts was requested to get a clear picture of the situation. The congregation needs to hear the current status: that we were very careful in preparing a budget for 2009 but that we are falling short. Giving can increase or cuts will need to be made. This can be communicated through a temple talk. If we communicate to the congregation and let the congregation respond, we can then act appropriately. We should have a plan in place for the follow up phase. The Support Ministry Team continues to work on this plan.

**Executive Committee Report:** The Executive Committee met on April 20 to plan the Council agenda.

**Pastor's Reports:** Submitted as written. The Bishop will be preaching at the Downtown site on May 10.

**Old Business:**

- A. Report/Update on Action Items from April 2, 2009
  1. Mike Lokensgard and Ellen Evensen met with the staff program leaders for the first Monday meeting on April 20<sup>th</sup>. The time was productive with good discussion.
  2. The first meeting of the Ministry Team Chairs was held April 14<sup>th</sup>. Mike Lokensgard and Ellen Evensen attended. Introductions were made and the group was receptive to continued meetings to help coordinate the different ministry areas. The MT chairs were added to the email distribution list for MT minutes and will now receive them each month.
  3. Staffing Chart was sent to all staff on April 13, 2009. The Council is to supervise the staff and the Council officers will serve as liaison to the staff program leaders.
  4. On-call Coverage: The Pastors have worked out the details to ensure coverage.
  5. Personnel matters: Deferred.
- B. Task Force Updates
  1. Jeff Picken stated that the North Site TF met on March 31 and April 21. The attached report was prepared providing a historical perspective created from various documents. A time line

- of events has also been created. This completes the first of the three charges given to this group.
2. Mark Des Rochers reported that the Communications TF spent time listening to member's concerns and now have focused on the charge given to them. It was decided it would be more productive to be forward looking. The work they did with Jan Sommerfeld's Communications group was very helpful. He distributed two documents provided by Jan—"Did you know...a website explanation" and Communication Toolbox.
- C. Council officer nominations and elections – no action
  - D. Wedding Task Force – no action

**New Business:**

- A. Ellen Evensen was elected as the Council Vice President by unanimous consent.
- B. Discussion regarding interim issues – Amy Henderson and Jeff Diehl presented separate written summaries of their discussion with Pastor Mike as well as Pastor Mike's written answers to transition questions. We will maintain the status quo for now regarding pay, but the pastors will work out between themselves how to cover Thursdays. A Council TF was created for the purpose of exploring the interim process and to bring a recommendation back to the Council at their next meeting. The following information will be gathered: 1) Purpose of an interim Pastor 2) Expectations of an interim Pastor 3) Cost 4) Selection process 5) Benefits to FELC and 6) Time table for implementation. Dean Haas will lead the group with participating members Dong Pham and Amy Henderson. Peter Peregrine will also be invited to join the group.
- C. "Next Steps" Letter to congregation – Mike Lokensgard drafted a letter to the congregation addressing questions related to Pastor Detweiler's resignation and reviewing the next steps as established at the March special congregational meeting. After much discussion, Mike will revise the letter and send to council members for further comments. It was suggested that "Office Hours" need to be continued in order for members to express concerns and ask questions.
- D. A motion was made and seconded to approve the following people as Trust Committee Members: Colny Gretzinger, Doug Hahn and Walt Rugland. Motion carried.
- E. A motion was made and seconded to approve the attached Official Acts for March 2009. Motion carried.

**Closing prayer:** The Lord's Prayer.

Motion and second to adjourn the meeting. Motion carried.

Submitted by: Amy Henderson, secretary



## Treasurers Report to Council, April 22, 2009-04-22

First a parable: A certain gardener worked very hard to train his rose bush to climb a trellis. Years of careful pruning and trimming created what he felt was the perfect specimen of what this particular plant should look like. One spring, after being covered in the creeping vine for many years, the trellis fell apart. With nothing to train the rose to, the gardener submitted to just pruning and feeding, upset that his prize example would now be less than it could be. Much to his surprise, all summer long, people who were neighbors, friends, and mere people on a stroll would stop in awe of the lovely rose, as if it had never been there before. All were surprised to find the plant had been in the same spot for years.

All of us have been entrusted with the task of administering to the business of the church, and each month if we focus on just that, the job becomes all consuming. This spring, let's pull the thatch away, and look at our task with fresh eyes.

I have called on the council for the past 3 months to take action on our spending. Disappointingly we have done nothing. Can I report, that because Pastor Detweiler has resigned, a new spirit of committed giving and capital contributions has emerged in our congregation? No. Since the announcement that Pastor Detweiler would resign, giving is down to levels below last year and several key capital commitments have been withdrawn. At the same time, our spending is unchecked; our deficit, year to date, is quickly approaching \$100,000. In the month of March, \$5,700 was given to the trust fund for the capital campaign. The monthly payment on our mortgage is more than \$17,000. We do not need to continue down this path, we have a choice.

We need to fundamentally change how we manage and think about our operations. Trust me that we need to change in ways that even I, the all knowing, do not fully comprehend. For example, as a rule of thumb, payroll for a church should be below 60% of total income, (I believe FELC should be at 50%). Year to date, we have spent more than 76% of the money we take in on payroll and related costs. Think about that... Everything else needs to fit into less than 24% of our income. The time for action is now.

In Christ,

Steve Uslabar

## FELC 2006-2009 – Final Lead Pastor's Report

Anticipating the Exit Interview I decided to prepare some observations of the success I believe we have had as a congregation during my time here. I think we can feel good about what we have accomplished together.

When I accepted the call to FELC I was excited. I recognized the multi-site challenge as an opportunity to lead the Church at large to some new directions. I was/am **the first non-founding Lead Pastor in a multi-site ELCA congregation**. I was welcomed by the Call Committee and Council. I saw that the Transition had taken major steps to move the congregation to embrace **discipleship**, and I liked that. I realized that the pastors' role was to be significantly different from the last generation and I was confident that I had the experience to drive that change. Accelerated member participation was to be the key and the ministry teams were the vehicle.

In my eagerness to pursue this new vision for FELC I did not understand that the paid and volunteer staff had misgivings and misunderstandings about this new direction. I had a mandate from the Council and Call Committee. In the process of fulfilling that mandate I alienated some people who could have been helpful.

I have always believed that our faith in Christ comes to us through scripture and by continuity with the past and a respect for those who have gone before us. At the heart of this is our worship and its liturgy: add to it the understanding we have for the major components of our faith life: communion, baptism, marriage, education/confirmation, funerals.

We have worked hard to improve **worship** by defining the diversity of our services and yet maintaining the Lutheran form: the substance of the Church's historic liturgy. There were difficult issues along the way and now I believe we have a healthy set of options for all worshipers that maintain the Lutheran core. We are positioned to give our faith to the next generations with the flexibility to speak to the needs of our ever-changing environment.

Upon my arrival I felt we could do more to provide **baptism and marriage** as a gift of the church to its participating members. We began pre-event workshops and created a structure for both, moving from an "on demand" approach to a more orderly process that appropriately honors the event and respects the congregation's size as well as the pastors' time. In the case of marriages, we prepared the first written policies so we can make sure everyone is treated the same. These changes are now well accepted and I like to tell others about them.

The Saturday evening service had been discontinued before I arrived. We still needed a non-Sunday option for worship. There was also a great interest in a family night at church. From this came **Wednesday LIFT**, a most successful initiative that will continue to evolve. For many it is the high point of the week.

When I arrived it was clear that a top asset of the congregation was all of its musical talent, as well-equipped venues. We searched nationally for an accredited **director of music**. Our initial goal was to upgrade the expectations for performers and listeners within the context of meaningful worship. A second goal was to expand participation and capitalize on the musical talent at FELC by relying on groups of musicians rather than soloists. We varied liturgy to enable more and different music. Our initial music director made great progress, but after less than a year moved on to meet family requirements. We were blessed with gifted interims while we conducted another national search for a downtown music director. We now have an exceptionally talented director with great gifts.

FELC is poised to be the beneficiary. Music at the North Site is going through a successful transition under its first music director.

A second area of strength emphasized in the Transition documents was **youth and education**. Building on the legacy of leadership in this area we expanded staff and program with our first fulltime director of youth and family ministries. Although staffing has been reduced, youth participation is strong and the program is multi-dimensional. The summer intern initiative has clear purpose and expectations. From Sunday School to LIFT, to confirmation to summer programs and group activities, the list of opportunities is exciting and we are ever more focused on forming young people as disciples of Christ.

Focusing on our strengths helped our **worship attendance** grow 13% since 2006. (It was 732 at the end of 2005 and was 828 for 2008.) Any increase during a transition to a new pastor is significant; a decline is more typical in large congregations. We have revived a few of the Christian traditions associated with Holy Week: a congregational procession on Palm Sunday, foot washing on Maundy Thursday and the Easter Vigil. Still more could be embraced and I encourage their addition. They add meaning to our life as a congregation. They are a way to reach younger generations, who are more interested in tradition than my generation: the “baby boomers.”

At my arrival **the relationship between the two sites** was seen as problematic. There was little real connection and a desire, it seemed to many, for the North Site to function as a separate congregation. Throughout my time here we have worked to bridge that divide and make this one congregation worshiping in two sites. Moving back and forth every other week makes it very difficult for a new pastor to establish significant relationships with members. With hindsight I can see that the equal attention I paid to the two sites cost me dearly in relationships with downtown people.

I used the Self-Study of the Transition as a guide to the steps I was to take as Lead Pastor. One component seemed out of reach initially, but a generous gift came to support the dream. We hired a **Parish Nurse** and began developing health ministries. This has been a significant addition for many members. Coupled with home visitation it adds a new dimension to pastoral care.

Other items of the **Self-Study** that have been addressed include revision of the Constitution and Bylaws, restructure of the FELC trust, clarification of financial management, definition of ministry teams roles and authorities, moving from “place” to “people” in our image statements, and improved communication using our new FELC brand and website.

On the financial side, our operating budget has remained lean while removing the sacrificial aspect of our staff compensation. **Giving has substantially increased** but still lags the demand to fund programs and services. The “We are Called Appeal” was as successful as any in our history, but did not attain its goal. Our need for an endowment was emphasized with special focus on planned giving and implementation of a Thrivent grant.

The growth of **Echoes** has been a bright spot. Three years ago several Council members wanted to close it. Instead it has grown.

The Transition initiatives removed the lay staff from direct control of the Lead Pastor. The **staff coordination was to be lay led**, and this has been a volunteer position. The thrust was to have staff help ministry teams define directions, and then assist in their implementation. The result has been mostly favorable, but the rapid change has been hard for many. This will be a continuing journey.

The major facility additions were complete when I arrived. In my first year prior plans were implemented to **finish the North Site** including more parking. Downtown parking was upgraded and we stretched our thinking on future worship designs at both sites. Our facilities are first-class.

When Dave Lyle received his call to South Carolina, I must admit some pride as a mentor and partner, mixed with sadness at his leaving. I learned from Dave and I enjoyed watching him mature in his ministry. Dave is a gift of our congregation to the Church at large; I predict a most exciting future for his ministry.

These observations are not all inclusive. Very few of these things were the result of my efforts alone. **The Lead Pastor works with and through other people.** We would not have these and other accomplishments without the efforts of members, leaders, staff, and participants. Large churches move slowly, and in many respects we have moved quickly-- to the great benefit of participating members.

LGD

## Pastor's Report for April 2009 - Pastor Mike Dismer

### Emphases for April --

- Meet with 9th grade confirmation students on Wednesday nights to help them prepare for their affirmation of baptism.
- Take part in interviews with these students to reflect on their three years of instruction.
- Work with the Communication Task Force
- Help the Congregational Life Ministry Team, along with Jean, Pastor Mary, and Karen to firm up a ministry of "follow up" care for those who have been hospitalized, are grieving, or need or want any continued contact.
- Plan and officiate at the wedding of a nephew in North Fork, California

### Emphases for May -

- Continue to work with the Communication Task Force
- Make final preparations for Confirmation on May 3
- Rejoice with the congregation at the Bishop's visit on May 10.
- Prepare for the Synod Assembly in Green Bay, June 5 and 6.
- Continue to work with the Congregational Life and Congregational Growth Ministry Teams
- Plan worship with Melissa
- Prepare for a number of weddings over the next few months
- Get ready for summer activities - picnic, outdoor worship, vacation Bible school, intern ministry, etc.

Thank you for your willingness to be part of the leadership at FELC.

Pastor Mike

#### Focus for March/April

- Outreach & Social Ministry: General information in Outreach ministry team notes
  - A) Habitat: \$654 raised at Bread Sale on March 22, passed sign-up material along to Diane Burmeister at Thrivent
  - B) Calendar: Updated by Echoes, approved a "Fill the Trailer" campaign for Echoes for the weekend of the church picnic
  - C) Rebuilding Together Fox Valley: Had organizational meetings and watched safety videos. Myself and six members will participate in the annual work day for this organization on May 2<sup>nd</sup>.
  - D) Rental of Parsonage: Started to establish basic protocols for rental.
  - E) Beginning steps in an outreach/fellowship event to Bethel Lutheran Church in Chicago.
- Officiated at second wedding and first funeral.
- Discipleship: Moving forward with "Couple's Prayer" study. Continue to meet with New Members ie. discipleship.
- Holy Week services including a Tenebrae service for Good Friday.
- Began work on the North Site Task Force.
- Participated in Holy Communion classes. These classes were a joy to be part of.

#### Focus looking forward to April/May

- Confirmation service and banquet
- Continue with "Couple's Prayer". Explore a study geared more toward singles. Begin Wednesday noon Bible studies.
- Establish an outdoor campfire worship for the month of May at 7:20.
- Prepare for the Baptism class.
- Accomplish April visitation
- Continue North Site Task Force: begin to solicit input from the congregation on their perception of the ongoing ministry of the North Site.
- Outreach & Social Ministry:
  - A. Calendar is LSS, Lutheran Partners in Global Misnistry, and Fair Trade Coffee. See who can come to our meetings or give us information about these groups.
  - B. Follow-up on rental of parsonage

**The Council of FELC has charged the North Site Task Force to:**

- (1) Examine all available documents relating to the development of the North Site and summarize what those documents say about the initial mission and vision of the North Site, then examine the self-study documents and summarize what those documents say about the role of the North Site in the life and work of FELC. When these summaries are complete, compare and contrast them and produce a report of your findings to share with the Council;
- (2) Work with the Associate with the Bishop to determine how current members of FELC and other stakeholders in the community (i.e. residents of north Appleton, the ELCA, etc.) view the role of the North Site;
- (3) Develop a set of recommendations for the Council regarding (a) the appropriate role of the North Site in the life and work of FELC and (b) steps toward shaping and promoting that role.

**This report**

This initial report will deal only with step 1 of this process. Jeff Picken and Pastor Bauer met with the Associate with the Bishop, Joy Mortensen-Wiebe on Tuesday, March 31<sup>st</sup> to get some guidance about how to proceed. The task force met on March 31<sup>st</sup> and then again on April 21<sup>st</sup>. At the first meeting the group reviewed the significant events in the history of the North Site and brainstormed ways that input might be gathered from the congregation. We emphasized that the process was more about discernment than it was about decision-making. On the 21<sup>st</sup> we stepped back to ask, “What is the question we are addressing as a task force?”

**The question**

1. What is the vision for the North Site?
2. How can we best realize that vision?

We then went over documentation of the initial mission and vision of the North Site.

**Documentation assessed**

1. An 18 page representation of the temple talk given in 1997 to apprise the congregation of the North Site opportunity and the details surrounding the generous gift of Al Mulder. the final page of this will be available at the council meeting.
2. Invitation to and minutes from a special meeting of the congregation on Mon., Dec. 15, 1997 where the agenda included 1.) accepting the invitation of our synod to establish a worshipping presence on Appleton's Northeast side, 2.) receiving the gifts of Al Mulder that have been designated for this purpose, and, 3.) authorizing the establishment of a pastoral call committee for the purpose of recommending a person to be called as a third pastor of First English.
3. A Facilities masterplan temple talk given on February 6, 2000
4. Council recommendations for a special congregational meeting on March 6, 2000 which included the following:

Resolution #1 - The Church Council of First English Lutheran Church recommends that we affirm our current approach of one congregation/multiple sites for the foreseeable future, aware of the fact that the congregation may change this approach at any time in the future.

Resolution #2 -The Church Council further recommends that the congregation give its approval to the general concepts as presented at the Annual Meeting regarding the Facilities Master Plan for First English Lutheran Church. The plan was to specifically address the building of a new worship facility in northeast Appleton and renovation and expansion of the current Drew St. site.

Resolution #5 - The Church Council recommends approval from the congregation for design completion and for the purpose of letting bids for the construction, including furnishings of the church building on the North Site property. Project costs for this North Site Building are not to exceed the

amount available by way of the Mulder gift and\ or any additional gifts designated for the north side site without further congregational authorization at a specially called meeting of the congregation.

5. A 2000 Annual Meeting report of the North Site building committee.
6. The 2001 Congregational President's annual report
7. The Interim period objectives reported to the council in February of 2004
8. The 2005 self study report.
9. Email and phone responses by members whose names appear in these documents as being involved in the initial mission of the north site and who were willing to respond about how they remembered it.

### **Considerations**

While it is relatively easy to supply the documented results, there was not a consensus among the respondents to the email asking people to remember the initial vision and mission of the North Site. This report represents the position of those questioned.

### **Initial vision & mission of the North Site of FELC**

- Contemporary Worship and Worship space
  - Capture growth on north side of Appleton
  - Reach seekers and those not from Lutheran background
  - Multiple points of entry: gym, fire pit, YMCA involvement, round table discussions
  - Variety reflects abundance; multiple styles of worship, music and preaching preserve our Lutheran heritage while expressing it in ways that are diverse, inclusive, appropriate and engaging
- Facilities should be complementary to what is available Downtown. (Not duplication)
  - Relieve space constraints downtown with a gym for large activities & parking space
  - Worship space and instruments
    - Piano and instrumentalists, North; organ and choir room, Downtown only
    - Moveable chairs, alter, etc., North; fixed pews and traditional space, Downtown
    - Ability to open space for concerts, plays, musical, etc., North
  - Education areas
    - Master plan for North site includes a third wing for future growth beyond the LL
    - Intergenerational emphasis
    - Multimedia Focus
  - Fellowship / gathering spaces
    - Gym & catering kitchen, North; fellowship hall and full kitchen, Downtown
- Rotating pastoral presence
  - This is the most conspicuous point of disagreement between the various documents. The degree of pastoral presence and direct supervision of each site seems to be the most ambiguous element between those documents.
  - Disagreement seems centered around the perception that the rotation hindered growth.
- There should be a Global Focus
  - Encourage connections outside the US
  - Use multi-media to enhance those connections
  - Include social outreach
  - Make a global presence evident in worship

### **2005 Self-Study Reflection of North Site**

- Rotating pastoral presence

- This question carried over from the initial discussions in the early years. The change was made while Pastor Dave Lyle was here. Dave had oversight over much of the activity at the North Site and also was the staff liaison to the Worship and Music Ministry Sub Team for the North Site.
- He typically preached 3 of 4 Sundays at the North Site and rotated to the Downtown Site on the other Sunday.
- Staffing North Site Office
  - The survey that was conducted as part of the study was split on this issue with 47% voting to staff the North Site, while 53% had no opinion or said no. The study recommended staffing with both clergy and non-clergy.
    - Dave spent parts of some of his work days in the office at the North Site.
    - Jenell Barth began overseeing the North Site building soon after the study.
- Ministry Teams
  - The 2005 study suggested the WMMT split into two separate committees, not subgroups, as they were set up at the time.
  - The Council rejected the idea and kept them as subcommittees of the whole.
  - Per the study, a third 'arm' of the WMMT was to be created to oversee worship volunteering at both the DS and NS. Jean Monson has overseen all volunteer coordination for worship and non-worship needs.
  - The Life and Growth MT (now Congregational Life MT and Congregational Growth MT) was to provide a special focus on growth at the North Site.
    - Findings by the Self Study group, and reported by the Life and Growth MT felt hesitant to state they were fulfilling their responsibilities in this area.
- Office and Education Space
  - Completion of the office space and education space at the North Site was recommended to further grow programming.
  - Shortfalls in financial support in 2003 and 2004, and a large debt load prohibited this.
  - The two needs were to be rolled into a capital campaign, which occurred in 2007/8.

### **Comparing and Contrasting**

- The only areas focused on in the 2005 Self-Study that were also in the initial vision for the North Site were the concept of a pastoral presence at the North Site, rotation of pastors on Sundays, and the need for growth.
  - From 2001 to 2005 there was no midweek pastoral presence at the North Site. A pastoral presence has been maintained at the North Site for the most part since the 2005 study.
  - Rotating of pastors was changed to have Pastor Lyle as the main pastor following the 2005 study, with Pastor Dismer rotating once per month and Pastor Detweiler splitting his time between the two sites once the two of them arrived.
  - The rotation was stopped a couple years later, as the pastors struggled to become familiar with families worshipping at both sites.
  - Due to current staffing with the resignation of Pastor Detweiler, Pastor Bauer is now the primary pastor at the North Site and Pastor Dismer the primary pastor Downtown. They rotate once per month.
  - The Congregational Growth Ministry Team was given a focus on growth for the North Site coming out of the 2005 study.

Respectfully submitted, North Site Task Force: Jeff Picken, chair, Elizabeth Hensel, Derek Jones, Paul Kayser, Emilie Larson, Ross Larson, Jason Laumer, Sheila Luck, Sherry Pham, Sara Van Beek, Kathie Kommers, Pr. Mary Bauer, Chuck Barnum, Wayne Luck, John Dougherty

## Communication toolbox

The following tools are available to help folks get connected to FELC, but like all tools, they must be USED to be effective:

- **Read the monthly newsletter.** It's posted on the Web site under "Newsletters" link on the last Thursday of each month. Members can receive a hard copy in the mail or subscribe to an electronic version by sending an e-mail to [jsommerfeld@felc.com](mailto:jsommerfeld@felc.com).
- **Read the weekly announcements** that are available in the Gathering Areas and from ushers and greeters on Sunday mornings. Announcements also are posted online on each Thursday, before the Sunday service. So folks actually could read the announcements BEFORE they arrive at church!
- **Subscribe to our "FELC NewsUpdate,"** a free electronic 1-page newsletter that is sent every Thursday to let folks know what's happening during the week ahead. It also gives members a heads-up on special events as well as special activities scheduled on Sunday. Subscribe by scrolling under the "What's New" link until you get to "Sign up for free e-mail updates."
- **Read the annual report!** Each ministry team provides a synopsis of its activities for the year, which is very helpful for folks who want to know more about what specific ministry teams do. Annual reports are available on the "Meet the Council" link on our Web site. Copies also are available in the church office.
- Arrive a few minutes early to make sure to **listen to the verbal announcements** before worship! Worship assistants and pastors typically mention three important pieces of information intended for members. **Temple talks** also highlight specific programs and activities.
- Take a little extra time and **browse the Gathering Areas** and take note of the information on the bulletin boards, kiosks and tables. There is a wealth of information in brochures and pamphlets: from Adoption support to prayer shawl ministry to the Salvation Army to our church libraries and nurseries.
- **Become familiar with the Web site:** It has virtually everything on FELC ministries. Take a few minutes and scroll through each page. Click on the links. Did you know that you can read a daily devotion or find out the lectionary texts for the upcoming Sunday? There is page devoted to each ministry team. Members can read monthly minutes from the past year! Did you know that if you miss Sunday worship you can listen to the sermon online on the following Monday?
- **Subscribe to the FELC news feed.** Members can find out the latest news from FELC the instant it is posted on our Web site by subscribing to the RSS feed on our home page. News will get delivered to your "favorites" in your browser. Simply click on the orange icon next to "What's New" on our home page.
- **Read marquee in Downtown Site parking lot.** Special events often are listed.
- **Attend Council meetings and ministry team meetings!** These folks are the leaders of FELC and welcome others to join them at their monthly meetings. Ministry teams meet at 6:30 p.m. on the second Tuesday of each month. Council meets at 6:30 p.m. on the fourth Tuesday of each month. Check out the electronic calendar at [www.felc.com](http://www.felc.com) for locations.



# Did you know . . .

your connection to FELC  
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Visit **www.felc.com**



## **Find events quickly on electronic calendar**

All First English events and programs are listed on our online calendar. Follow the "Calendar" link on the left-hand side of the home page.

## **Make contributions and pay program fees online**

First English offers a secure page on the First English Web site where you can transfer funds from your checking or savings account or credit card to make contributions, sign up for Simply Giving or pay program fees. Go to [www.felc.com](http://www.felc.com) and follow the "Online giving" or "Online payments" link on the left-hand side of the home page.

## **Listen to Sunday sermons and read sermon scripts**

Visit [www.felc.com](http://www.felc.com) to hear and read the sermons. Download free MP3 files and listen to them on your computer or sync them up to your iPod or other portable media device.

## **Register online for summer programs**

Register for summer programs online under the "What's New" section on our home page. Look for the bright orange summer youth activities logo.

## **Ministry team minutes**

Read the monthly ministry team minutes by scrolling to each ministry link on the right-hand side of the home page.

## **Receive free weekly e-newsletters**

Follow the link, "Sign up for free e-mail updates," under the "What's New" section of our home page to subscribe to the following:

**FELC NewsUpdate** keeps subscribers up to date with the latest news at church.

**familyCONNECT** is an update on family and youth programs and activities.

## **Member-owned businesses listed in Web directory**

A business directory is on the FELC Web site and features courtesy listings of member-owned businesses, with a link to their Web site and brief information on the products and services they offer. Go to [www.felc.com](http://www.felc.com) and click on "Business Directory" on the left-hand side of the home page. Members who would like to be included in this directory can e-mail their information to [jsommerfeld@felc.com](mailto:jsommerfeld@felc.com).

## **Online volunteer schedules updated weekly**

Volunteer schedules for both sites are regularly updated and posted on the Web site. Access the schedules by clicking on the "Volunteers" link on the left side of the home page.

## **Council meeting minutes**

Read the monthly Council meeting minutes by following the "Meet the Council" link on the left-hand side of the home page.

## **Subscribe to RSS feeds to get the latest news**

Get the latest news, sermon scripts and sermon podcasts on your desktop by subscribing to free RSS (Really Simple Syndication) feeds.

An RSS feed is content from the FELC Web site that can be downloaded to your home page or added to your "Favorites" in your browser.

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## **Read online newsletter**

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## **Daily devos online**

Read Andy Moscinski's devotions online by following the "Devotions" link on the left-hand side of our home page.

## First English Lutheran Church official acts: March 2009

- **Weddings**  
Laura Henderson and Greg Meronk  
Jennifer Thurber and Timothy Flack
- **Baptism**  
Riley Harris
- **Funeral**  
Murna Weller
- **Transfers**  
Thomas and Eileen Wuellner transferred to Faith Lutheran in Appleton  
3/29/2009 (Missouri Synod)  
Craig and Sue Christensen transferred to St. Timothy in Menasha 3/31/2009  
(ELCA)  
Rich Berg transferred to Mt. Olive in Appleton 4/1/2009 (Wis. Synod)
- **New members**

The following new members were installed on March 1.

- Lenard and Rebecca Betley
- Jeremy and Christine Braun; Cash
- Scott and Laure Caswell
- Jon and Roxanne Conlon
- Stefan and Jenny Debbert; Ellie and Owen
- Aaron and Alyssa Douglas; Clara
- Barry and Marcia Erdman; Kimberly, Kyle and Kelly
- Kristina Femal
- Timothy Flack and Jennifer Thurber
- Annette and Mike Koester; Benjamin and Zachary
- Jamie and Suzanne Mitchell; Jonathan, Lily and Charles
- Russ Schmude