

CONNECTION

NOVEMBER / DECEMBER 2022 NEWSLETTER

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“What if I told you God is doing more than we can see?”

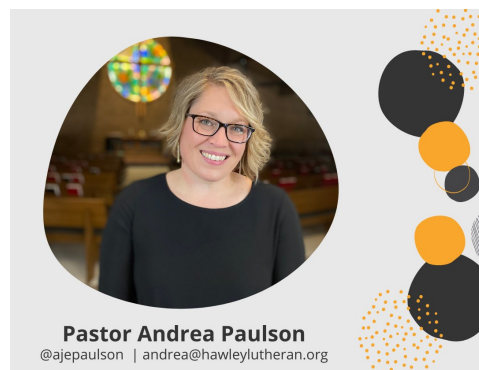
For many years, these words have been my go-to. In times of challenge, they have been a comfort. In times of trial, they have brought strength and encouragement. In times of change, they have carried me with a thrill of anticipation, as if God were saying “**hold on Andrea. This is gonna be epic.**” Just writing this I get all kinds of excited thinking about how God is doing way, way, **way** more than we can see.

But. Let’s be honest. The same words that bring comfort, encouragement and the thrill of anticipation also stir up anxiety, worry, uncertainty and even moments of full on doubt: “Really, God? Really?” What tension it is to believe God is doing more than we can see, and then, you know, walk by faith and trust it! Why am I sharing this with you? Well, **what if I told you God is doing more than we can see?**

In the 3 years since I first visited with the call team, one thing has been clear: God is doing more than we can see. Through ups and downs, challenges and changes, bold steps of faith and intentional patience.

God has been faithful. As our leadership has prayerfully discerned, **God has been faithful.** As we’ve stood at crossroads, wrestled with next steps, learned lessons, admitted mistakes and sought to grow, you guessed it. **God has been faithful.**

But how do we know? Well, we begin to see. We see God bringing clarity and a united sense of who we are and what we are called to do. We see God pruning (ouch) and grafting in (wow). We see God taking us deeper into his word, deeper into his presence, deeper than our feet can wander. We begin to see—again and



as always — that God can’t be anything but faithful. **It’s who he is.**

In the pages ahead, you’ll notice a new format and intentional changes. We’ve heard your comments and suggestions and learned some good lessons. We continue to assess how information is shared and what our church family might need so they know they are vital members of our faith community. We’ll do more tweaking in the months ahead, but our prayer is that the information and content in this newsletter will encourage you in faith and equip you as brothers and sisters in Christ.

As I see what is happening in kids and teen ministries, worship with you on Sundays and Wednesdays, engage in conversation about HLS/HLC, visit with our ministry teams and engage with RiseUp, I am brought to my knees in worship. God is doing more than we can see. The year ahead will be full, exciting, messy, hopeful, uncertain. But this I know: **God is faithful.**

solī deo gloria | to God alone be the glory

Pastor Andrea Paulson +



KNOW | GROW | GO

MEET OUR TEAM

Meet our team



Andrea Paulson
Lead Pastor



Darwin Stahl
Interim Care Pastor



Megan Aakre
Kids Ministry Director



Lori Buhaug
Janitor



Dave Erickson
Worship Director



Elaine Kluck
Sanctuary Choir



Josh Prosocki
Finances



Maria Regnier
Organist/Special Music

Worship Times

Traditions | Sunday, 9:30 A.M.

Communion 1st and 3rd Sunday

Modern | Wednesday, 6:00 P.M.

Communion 2nd and 4th Wednesday

Office Hours

Monday 10 A.M. - 4 P.M.

Tuesday 10 A.M. - 4 P.M.

Wednesday 10 A.M. - 4 P.M.

Thursday 10 A.M. - 4 P.M.

Friday CLOSED

amazonsmile
You shop. Amazon gives.

it's easy as 1-2-3

1



Go to:
smile.amazon.com

2



Select charity:
Hawley Lutheran Church

3



Start
shopping!



Join us Sunday, January 15, 2023 for our next New Member Class!

During this informational session, we'll explore the mission LCMC and Hawley Lutheran Church, talk about what it means to be a church member and discover the many opportunities to know, grow and go at Hawley Lutheran Church. Childcare will be provided.

To sign up, contact the Church Office by January 8, 2023.

SERVE AT HLC

5 REASONS TO SERVE

1 Serving the church is discipleship in action.

Using our gifts and talents to serve one another is part of our identity as Christ followers!

3 Serving one another teaches us to love as Christ loved us.

4 Serving refines us. Transformation happens when we're in the thick of it, being challenged in and out of our comfort zones.

5 We're a family in Christ. Families serve each other.

SERVING OPPORTUNITIES

- **USHER**
- **GREAT FOR: FAMILIES, INDIVIDUALS, GROUPS**
 - Welcome people to worship
 - Hand out bulletins
 - Assist in seating and direction
 - Light candles, pass offering plates
 - Take attendance count
 - Dismiss congregation
 - Provide directions to visitors
- **GREETER/DOORHOLDERS**
- **GREAT FOR: FAMILIES, INDIVIDUALS, GROUPS**
 - Stand at exterior doors to welcome people to Hawley Lutheran Church
 - Hold doors open
 - Assist families with young children, seniors or others needing assistance
 - Provide directions to visitors
- **WORSHIP ASSISTANT**
- **GREAT FOR: PEOPLE OF ALL AGES**
 - Read scripture and prayers in worship
- **COMMUNION SERVER**
- **GREAT FOR: PEOPLE OF ALL AGES**
 - Serve communion during worship
- **COFFEE FELLOWSHIP**
- **GREAT FOR: FAMILIES, INDIVIDUALS, GROUPS**
 - Prepare coffee for fellowship after worship
 - Set out prepared goodies for after worship (make yourself or use premade)
- **SERVICE GROUPS**
- **GREAT FOR: FAMILIES, INDIVIDUALS, GROUPS**
 - Organize volunteers to serve in the kitchen for funerals or other events
 - Help with Wednesday suppers

JOIN THE TECH TEAM!

Tech is **vital** to worship, both for those here in person and online. Tech Team is a creative way to serve and a **great** option for parents and teens! Contact Pastor Andrea to learn more.

GIVING OPPORTUNITY:

Do you appreciate the better sound quality at worship? Have you watched online and noticed the improvements in presentation? Do you want to see worship ministry continue to grow? Please consider making a special offering. Use the Pink FTV Envelope and designate Sound/AV on the memo. You can also visit with Dave Erickson or Pastor Andrea about the many opportunities in Sound/AV. Thank you!

Discover more areas to serve throughout the newsletter!

Planning an event?

Please contact the Church Office to make sure the date, time and room request is available. Thank You!



KNOW | GROW | GO

WORSHIP

preach

different voices | same gospel
November Sermon Series

In Romans, we read the preached word is how the Gospel is believed. Through preachers, the Gospel is amplified, touching hearts and changing lives. In November, we welcome a different preacher *each service* to share the word of God. We will be reminded that while the voice and style may vary, the Gospel — and all its transformative power — does not change. Join us each Wednesday and Sunday for this powerful series.



This is the story of a rag-tag bunch of church members who set out to perform a Christmas play, and the director who tried his hardest to just keep it together. Get a closer look inside the lives of the director and the actors. Each feels they're ill-equipped to portray their assigned characters, reminding us that those who were part of the original Christmas story were flawed people, just like the rest of us. And still, the glory of Christmas shines through. **Series begins November 27.**



All Hands On Deck

WE NEED YOU!

From ushering as a family or serving communion, to working with the tech team or sharing your musical gifts and talents in Choir, Wednesday Worship or Special Music, there is a place for you to serve this holiday season. Contact Pastor Andrea or any member of the Worship Team to learn more.

KNOW | GROW | GO

ADVENT & CHRISTMAS

AT HAWLEY LUTHERAN CHURCH




Christmas Eve Worship
Saturday, December 24
3:00 P.M. & 5:00 P.M.
Communion and Candlelight
9:00 P.M.
Christmas In The Country | Solem Lutheran

Christmas Day Worship
Sunday, December 25
10:30 A.M. | Solem Lutheran Church



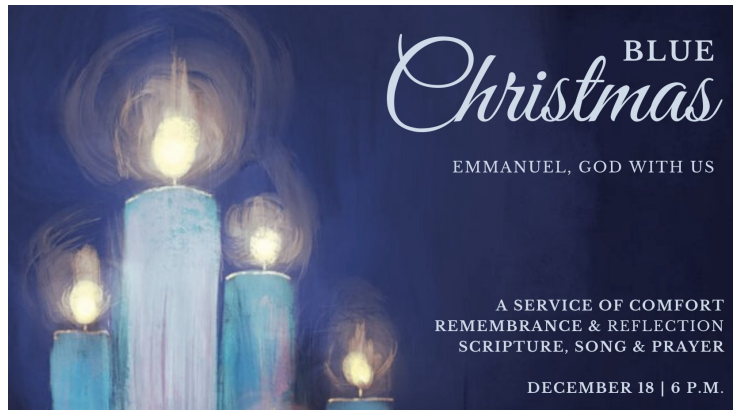
DID YOU KNOW?



Among those who don't attend church, a majority (57%) say they would likely attend a Christmas Eve service if someone they knew invited them?

Source: Ed Stetzer, ChurchLeaders Plus, December 16, 2021.

Children's activities will be provided during the Cantata on Wednesday, December 7. For children under 4, please RSVP to the Church Office by Wednesday, November 30.



KIDS MINISTRY

Christmas Program



THE KING OF GLORY COMES

“A FAMILY CHRISTMAS”

**CHRISTMAS PROGRAM and LIVE NATIVITY
DECEMBER 11, 2022**

Join us for a joyful Christmas celebration for all ages!

3:30 P.M. PreK — 6th Grade Christmas Program
“The King of Glory Comes”

In this program, “Grandma” and “Grandpa” explore who the King of Glory is and the reason He was sent.

4:30 P.M. | Family Celebration

Live Nativity, Sleigh Rides, Cookies and Hot Cocoa

OPPORTUNITIES TO SERVE AT “A FAMILY CHRISTMAS”

Christmas Program: costumes, decorations, tech

Live Nativity: bring animals, provide sleigh rides, dress as nativity characters, help with clean up

Family Celebration: make cookies and cocoa, serve cookies and cocoa, lead games for kids and families

Contact Megan Aakre to sign up to serve!

**Teens: this event is a great opportunity for service hours!*



Christmas Program Practice

Wednesday, December 7 | 7:00 P.M.
Sunday, December 11 | 10:30 A.M.

There are:

- 108 PreK -4th grade Treasure Kids
- 43 CREW (5th/6th grade)
- 26 Grapple (3rd - 6th afterschool)
- 29 adult and teen volunteers

in kids ministry
this year!

**DID YOU
KNOW?**



WHAT WE'RE LEARNING

We began the year with *High Wire*, learning about Abraham and Sarah and their descendants Isaac, Jacob, and Esau. We continued on to *Cliffhanger*, focusing on Joseph, his amazing coat and being sold and how God worked through it all, before turning to Moses and his story (birth, burning bush, 10 plagues, and crossing the Red Sea).



TREASURE KIDS IS ORANGE!

Treasure Kids is now using Orange Curriculum. Orange combines the light of the church (yellow) with the love of family (red) and is dedicated to teaching the kids the word of God. Orange works to build and maintain deep roots of faith for kids and their parents.



VBS 2023

Save the Date:

JUNE 11 — 15

Details coming soon!

KNOW | GROW | GO

TEEN MINISTRY



7th—12th GRADE MISSION: NAVAJO NATION

Travel Window/Dates: JUNE 3 — 11, 2023

*This is a travel window. Dates will be finalized in February.

We're heading to New Mexico to serve with the Navajo people. Along the way, we'll breathe in God's creation at Canyon de Chelle and Arches National Park.

SENIOR HIGH/INTERGENERATIONAL: CATADUPA, JAMAICA

Travel Window/Dates: July 21— 30, 2023

*This is a travel window. Dates will be finalized in February.

Make your way to Catadupa, Jamaica in 2023. Follow the winding road to the rural mountain community of Catadupa where our team will have the chance to slow down and experience a different pace of life.

Contact Pastor Andrea for more information.

Info Meeting

December 7, 7:30 p.m.

CONGRATULATIONS CONFIRMANDS!

The following Hawley Lutheran teens affirmed their baptism on October 30, 2022:

Bridgette Albrecht, Abby Anderson, Landon Bakke, Griffin Blakeway, Colton Bratsch, Alex Paulson, Brendan Sandvik, Christian Schenck, Lucas Schenck, Brecken Spillum and Brevin Stoa.



CONFIRMATION @ HLC

Teens grades 7—10 gather each week to grow in faith with their small group and leaders. Currently we have about 100 teens in our ministry! We complete service projects, serve as acolytes, Wednesday ushers and tech team and have quarterly fellowship nights.

November/December Series:

7/8: Old Testament

9/10: New Rules of Love, Sex and Dating

Meets: Wednesday | 7:00 P.M.

FOLLOW HLC TEENS



on Snapchat @hlcteens



on Facebook @hlcteens



on Instagram @hlcteens



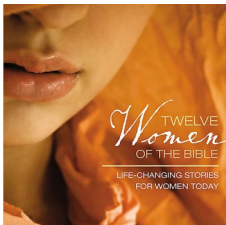
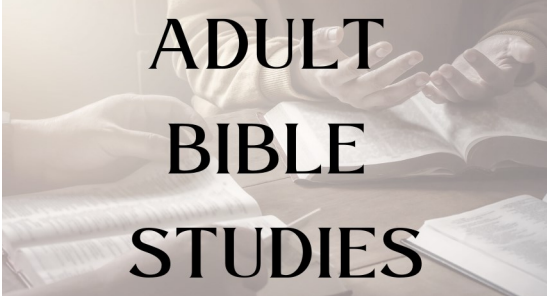
on Remind @HLConfirm

KNOW | GROW | GO

HLC UPDATES

BIBLE STUDIES AND GROUPS

ADULT BIBLE STUDIES



MOMS OF FAITH

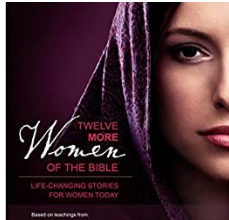
Join us as we explore the lives of 12 women of the bible. Their lives were not easy and their stories were not

perfect, yet these women hold a mirror up, so we can find freedom to come to God just as we are.

Meets: 2nd Sunday | 5:00 P.M.

BIBLE INSIGHTS

This fresh look at these women in the Bible will help you discover new insights into God's character, persevere through difficult times and find joy in the hope that Jesus provides.



Meets: 2nd Wednesday | 1:00 P.M.

IN THE WORD BIBLE STUDY

This ongoing study meets Wednesday at 7:00 P.M. We are studying the life of Paul, using Beth Moore's study, *To Live Is Christ: The Life and Ministry of Paul*. Contact James Odegard to learn more (218.790.3205). We look forward to studying God's Word together.

Meets: Each Wednesday | 7:00 P.M.

HLC MISSION TEAM

The Mission Team participates in several projects throughout the year. This season, we are promoting Operation Christmas Child and the Giving Tree. Other projects throughout the year include:

Birthday Bash, Feed My Starving Children, Prayer Shawl Ministry, REACH, fundraising for Nicaragua and The God's Child Project.

Team Members: Dianne Haugen, Elaine Kluck, Kay Dahlberg, Vicki Haugen, Diane Leister, Pam Mangel, Pat Sparrow and Kathy Meissner. Please contact any team member to join or to participate in upcoming event or project.

Meets: 1st Wednesday | 9:30 A.M.

Year-End Gifts & Offerings

As you consider your year-end financial gifts and offerings, here are a few opportunities and special projects to support!

HARTFORD HOUSE FUND
Give towards the mortgage
(Annual Payment: \$12,000)

RISE UP PROPERTY FUND
Start growing our \$5.4 million
Rise Up building fund

GENERAL FUND
Support day to day ministry

All year-end gifts must be received in the Church Office by 3:00 P.M., December 31, 2022.



BEFRIENDERS MINISTRY

BeFrienders serves our congregation by providing pastoral care for people in all kinds of life situations. A BeFriender is a trained volunteer, extending the care of our faith community. BeFrienders at HLC provides care in many ways, including visiting the hospitalized, shut-ins and others in need. They send cards, pray for members and administer communion. If you are interested in becoming a BeFriender, or to schedule a BeFriender/Pastor visit, contact Pastor Darwin Stahl (218.486.7401).

Meets: 1st Wednesday | 1:30 P.M.

HAWLEY LUTHERAN CHURCH ALTAR GUILD

Altar Guild attends to communion preparations, altar candle needs, hanging banners and decorating the Church/Outside Flowerpots for holidays. We enjoy food, fellowship and laughter during our meetings. We welcome new members to join this ministry.

Meets: 3rd Thursday (September — May) | 9:30 A.M.

HLC UPDATES

BIBLE STUDIES AND GROUPS

Beginners Welcome!

Prayer Shawl Ministry

Meets Wednesdays | 3:00 P.M.

PRAYER SHAWLS ARE GIVEN TO:
SHUT-INS, HOSPITALIZED, GRADUATES, OR ANYONE ELSE
THAT NEEDS A SHAWL AND PRAYER

CONTACT PAT SPARROW TO LEARN MORE

COME AND RING WITH US!

We'd love to have new members in the Handbell Choir! Ability to read music is helpful but not mandatory. Contact Gayle Robertson (701.367.8922) or mrober3294@aol.com

Meets: Each Sunday | 5:00 P.M.

Thank you to those connected to Hawley Lutheran who serve our armed forces. If you would like to add your military family member to the prayer list, contact the Church Office.

Jordan M. Olson —Navy (son of Steve and Carol Olson); *Ethan Richardson* (Ruth Moen's grandson); *Aaron Peterson*- Air Force (husband of Kelsey Peterson & son-in-law of Kathy Johnson); *Justin Laddusaw* —Navy (son of Tony and Rhonda Laddusaw); *Col. Richard Cox* —Air Force (son-in-law of Bob and Helen Olson); *Brady Bjerken* —Army National Guard (son of Amy Mahlum); *Dylan Williams* —Navy (son of Jim/Lisa Williams & grandson of Vern/Janet Crabtree); *David Odegaard* — Army (grandson of James/Melanie Odegaard); *Reid Larson* —Army (grandson of Karen Ertmann)

BIRTHDAY BASH

Birthday Bash is held at Micah's Place at Churches United for the Homeless. We bring lunch and play bingo with residents. At the end of the hour, we give a gift bag and a balloon to each child. The residents enjoy this event and are thankful each time we are there. Birthday Bash is a great opportunity for families, teens, small groups or individuals to serve together. You can also donate items for bingo prizes and children's gift bags. Donations can be dropped off in the Birthday Bash Box by the Church Office. To learn more or volunteer, contact Pat Sparrow (701.361.6420).

Meets: 3rd Sunday | 2:00 P.M.

XYZ— XTRA YEARS OF ZEST

Pastor Tom Olson will be our guest sharing about his mission work in Democratic Republic of Congo and Atonement Lutheran Church. With Thanksgiving a week away, be prepared to share a **Thanksgiving God Moment** in your life from this past year. Fellowship lunch to follow. XYZ will not meet in December. Contact Pastor Darwin to learn more (218.486.7401)

Meets: Thursday, November 17 | 2:00 P.M.

We would like to pray for members who are living in Assisted Living or Nursing Homes. To do so, we need permission from a family member. Contact the Church Office if your family member would like to be added to the list. Thank you.

- Eventide on Eighth:**
Grant/Peg Ramstad —Room 1104
Donna Solum —Room 238A
- Hawley Sr. Living:**
Duane Rafteseth —Room 11
Joyce Larson —Room 20S
Ruth Moen —Room 4N
Bill/Joyce Langer —Room 10N
Anne Elton —Room 18

- River Pointe of Moorhead:**
Adelle Schenck —Room 112
- Give a call or send a card!
Let them know you are thinking of and praying for them!**

HLC UPDATES

MINISTRY TEAM UPDATES

MINISTRY LEADERSHIP TEAMS



AN UPDATE ON LEADERSHIP TEAMS

We are called to discern where God is leading our church and what it means to be the body of Christ. One area the Vision Council has identified as an area of growth is our Ministry Leadership Team structure. We know there are teams that need creation, attention or reimagining. We are aware of the call to be good stewards of our time, talent and finances. The teams listed below are regularly meeting and doing great work for the glory of God.

PROPERTY TEAM

Meets second Friday of the month, 12:00 P.M.
Contact Eric Strafelda

WORSHIP AND MUSIC TEAM

Meets third Thursday of the month, 5:45 P.M.
Contact Pastor Andrea

PERSONNEL TEAM

Meets monthly, times vary. Contact: Jana Fischer

CHRISTIAN/PARISH EDUCATION TEAM

Meets monthly, times vary. Contact: Megan Aakre

We are thankful for the ongoing support and patience of the congregation as we continue to assess our existing teams and attend to the needs of our congregation.

GREETINGS FROM THE PERSONNEL TEAM!

We recognize that some congregation members may not know about or understand what the role of this team is. This team is comprised of 4 members chosen by the HLC Vision Council, with no term limits. We are essentially the HR department for the church. Our team is responsible for determining non-clergy staffing needs for HLC. We modify job descriptions, post positions, vet applicants, complete interviews and present hiring recommendations to the Vision Council. We work in conjunction with the Lead Pastor to complete annual employee reviews. We also determine salary adjustments for all HLC employees, bringing our recommendations to the Vision Council for approval. Over the course of the last couple of years we have, in conjunction with Pastor Andrea, attended to the changing needs of HLC. We typically meet once per month, but often it is more frequent when needed. If a congregation member attended one of our meetings they may not understand how we come to an agreement, but our process works.

(There is ALWAYS a lot of talking, laughing and excitement.) Each member of our team has a different point of view, brings a different perspective and can articulate their thoughts and ideas. There are meetings where we dialogue and then dispatch to intentionally pray for clarification and direction. When we reconvene we typically have come to a unified, working solution that is mutually agreed upon. We are compassionate individuals and dedicated congregation members, who believe in the vision and mission of HLC. We know and can bear witness that God is doing more than we can see or imagine, and that He has a plan for HLC. We ask all Hawley Lutheran members to pray for the Personnel Team as we continue to do the work for the betterment of our church and to show the love of Jesus to all who enter Hawley Lutheran Church. The current HLC Personnel Team consists of Jana Fischer, Katie Lowry, Nelaina Daggett, and Phil Stahl.

HLC UPDATES

MINISTRY TEAM UPDATES

MINISTRY LEADERSHIP TEAMS



GREETINGS FROM THE PROPERTY TEAM!

The property team has been busy this year assisting our RiseUp Team and maintaining our current assets and property. We have had a few challenges in 2022, with a sewer back up, leaking roof, ongoing HVAC challenges and the sanctuary air handler. We feel the pressure of our aging building and are trying to strike a balance of responsible repairs vs. exploring new options. We continue to work with staff on tree trimming, lawn maintenance and snow removal. We have explored the removal of the green house that was purchased to make way for the expanded parking lot proposed under the RiseUp Team's plan. We are always looking for new members to join and support our team. Please reach out to any team member for information or to join this vital team. The HLC Property Team consists of Gerry Kluck, Eric Strafelda, Jon Lowry, Luke Hvidston and Lori Buhaug.

GREETINGS FROM THE PARISH/CHRISTIAN EDUCATION TEAM!

The Parish/Christian Education Team started the school year strong! We had a great Treasure Kids kick-off, with new kids, families and volunteers. **We are thankful for all the adults and teens who serve this ministry.** We are excited to see the growth in Kids Ministry (Sunday and Wednesday) and CREW! We had a great Trunk or Treat and are working on upcoming family events including the Christmas Program/Live Nativity. We look forward to VBS in June 2023. With a new Kids Ministry Director, we are prayerfully envisioning what this team looks like going forward. We'd love to have new people join this team. If you are creative, have fun ideas and have a passion for kids ministry, contact Megan Aakre to learn more about this team.

WHAT'S NEXT FOR HLC/HLS?

In December, HLS staff will move into HLC. Our building will serve as office and ministry space for Pastor Micah and Becky. Our goal is to continue to work on what this partnership looks like, what God has in store for us, and how we can be partners for the Gospel. Our heart is "seeing our resources — building, people, finances, all things — not as ours, but as the Kingdom's." **Continue to pray for humility, patience and discernment as we build together.**

GREETINGS FROM THE WORSHIP AND MUSIC TEAM!

The Worship and Music Team meets monthly to plan all aspects of worship at Hawley Lutheran. As Pastor Andrea develops sermon series, we intentionally create worship services that will lead our congregation into the presence of the Holy Spirit. Together, we plan special services, explore options for choir, bells, special music and recruiting musicians. We are also in regular dialogue about what worship looks like at Hawley Lutheran, how to bridge our different service styles and where God may be leading us as we grow. We also have worked on enhancing the sound, instrumentation and A/V needs of our sanctuary. The Worship and Music Team consists of Maria Regnier, Elaine Kluck, Dave Erickson, Gayle Robertson, Pastor Darwin Stahl, Pastor Andrea Paulson and Tiff Fossen.

KNOW | GROW | GO

HLC UPDATES

RISEUP TEAM UPDATE

We are so excited about our recent congregational vote to support the start of a \$5.4 million dollar capital campaign as recommended by our RiseUp team. As you know, HLC has many property needs that must be attended to, including repairing our roof and heating and cooling systems. But more than required property maintenance and asset management, we are excited to enhance our ministry opportunities for the purpose of our mission of growing in faith and serving the Lord—Know, Grow, Go. We have been prayerful on answering, how can we better serve our community and congregational member needs?

NEXT STEPS

The RiseUp Team will now begin building a Capital Campaign Team to better support these efforts. The vote held October 12 determined that we would raise \$2 million dollars before reengaging with our architect for additional design and construction documents.

Once this benchmark is reached, we will come back to the congregation for additional feedback, further needs assessments and exciting design work. In the meantime, pray for this team and pray for ways we can serve and give towards these efforts. Reach out to the RiseUp Team member to get involved, offer ideas, suggestions and solutions.

Hawley Lutheran Church is growing and God is moving. God is leading us into a new season of ministry. This is an exciting time. On behalf of the RiseUp Team, we thank you for your support and patience with us in this intentional and prayerful process. We are humbled and continue to be inspired by the fact that God dreams bigger than we do. HLC —we are ready.

Katie Lowry, Council President
Gerry Kluck, Jane Ecklund, Eric Strafelda, Jon Lowry,
Christine Hvidston, Nelaina Daggett, Phil Stahl,
Pastor Andrea Paulson



HLC UPDATES

OCTOBER COUNCIL MINUTES

VISION COUNCIL MINUTES

Tuesday October 18, 2022 6:00p.m.

TO ORDER: President Katie Lowry

ROLL: Katie Lowry, Cindy Byklum, Tiffany Fossen, Jane Eklund, Gerry Kluck, Tori Leister, Dylan Olson, Mark Redepenning, Pastor Andrea Paulson, Josh Proski, Megan Stahl Absent: Nelaina Daggett

OPENING PRAYER: Pastor Andrea

APPROVAL OF AGENDA Cindy Byklum made motion to approve the October agenda. Seconded by Mark Redepenning. Motion passed.

APPROVAL OF SEPTEMBER MINUTES: Tiffany Fossen made motion to approve the September minutes. Seconded by Gerry Kluck. Motion passed.

OPEN FORUM/GUEST: Pastor Darwin Stahl - Pastor Darwin came to council with data he collected on the needs for what pastoral care looks like for HLC. He also stressed the need to "Keep the Hawley grapevine line of communication open".

FINANCE REPORT: Josh Proski

- Revenue for the month of September was \$20,166.05; Monthly Expenses=\$27,617.58; Net=-**7,451.53**; Checking balance as of 9/20/2022=\$98,646.58;
- FTV balance=\$78,735.33; Memorials balance=\$92,147.27; Loan=\$111,550.00 YTD Revenue=\$238,270.82; YTD Expenses=\$249,468.27; YTD Net=-**\$11,197.45**.
- Still working on checkbook consolidation of accounts, making progress.
- Josh will be putting a claim into the insurance company for water damage done in the basement of the church.

OLD BUSINESS

RiseUp Team Update: Met and discussed the congregational vote, and recommendations on capital campaign discussion. They received a lot of positive feedback, and energetic responses from congregation members. They are hoping to roll out a timeline soon.

Property Team Update: Green House Update; property received 2 bids for demolition of the property, with Sellin Bros. Inc. coming in with the most cost effective bid. On behalf of the RiseUp Team, Gerry Kluck made a motion to demolish the property of 702 Hartford Street per Sellin Brothers bid. Tori Leister seconded the motion. Motion passed.

Christian Education Update: Discussion on all of the positive things happening with the HLC kids.

Audit Team Update: The audit team will be meeting November 28th 2022 for the audit of November 2021-October 2022

Worship Team: The worship team had a discussion on the overwhelming growth of Wednesday worship, (YAY GOD!) looking at the possibility of adding a second contemporary service on Sunday's, starting in the fall of 2023.

Nominating Committee: With the Annual Meeting just around the corner, it is time to start planting seeds to the congregation about the joy of not only serving God, but also what it means to serve our church.

HLC/HLS Move In Plan-Office Sharing Partnership: Discussion on making a space for Pastor Micah as he moves forward with his mentorship with Pastor Andrea.

NEW BUSINESS

Budget Draft Approval: The Vision Council met and drafted the new budget for 2023. It will be going out to the congregation in the November/December newsletter.

Personnel Recommendation: The Personnel Team came with a recommendation to hire Madi Johnson for the position of Office Communications Coordinator, as a flex position of 28-32 hours a week, with a salary of \$18.00 an hour. Tiffany Fossen made a motion to accept Personnel's recommendation of hiring Madi Johnson. Motion seconded by Gerry Kluck. Motion passed.

Council/Staff Christmas Celebration: Council and staff will be having a potluck at Pastor Andrea's on December 5th.

Staff Report

Dates to Remember

November Executive Council - November 9, 2022 @ 5:30pm

November Council Meeting - November 15, 2022 @ 6:00pm

ADJOURNMENT Tiffany Fossen made a motion to adjourn the meeting, seconded by Cindy Byklum. Motion passed.

CLOSING PRAYER

Greetings HLC!

The Draft 2023 budget is ready for review. At the upcoming annual meeting, we will take some time to discuss the budget and make changes. Once all comments have been addressed, we will vote to approve the budget. Line items in gray would be removed, while lines in orange are new additions. The column named "Change" is the difference between the 2022 budget and the proposed 2023 budget. Right now, the overall budget would increase \$27,890 from last year.

Keep in mind this proposal is **a draft**.

If you questions about the Draft 2023 Budget, changes in line items or would like clarification, please reach out to me or any member of the Vision Council. You may also email treasure@hawleylutheran.org.

- Josh Prosocki, Treasurer

Account	Budget 2022	Proposed Budget 2023	Change
Benevolences			
Augustana District LCMC	\$1,250	\$2,000	\$750
Campus Crusade	\$600	\$0	-\$600 **To be deleted**
Churches United	\$1,200	\$2,000	\$800
Hawley Cemetery	\$1,000	\$1,000	\$0
Hospice	\$200	\$0	-\$200 **To be deleted**
LCMC	\$2,500	\$2,500	\$0
Lost & Found Ministry	\$200	\$0	-\$200 **To be deleted**
Lutheran Social Services	\$1,400	\$0	-\$1,400 **To be deleted**
Reach	\$4,500	\$5,000	\$500
World Mission Prayer League	\$600	\$0	-\$600 **To be deleted**
Discretionary Giving (NEW)		\$2,500	\$2,500
SubTotal Benevolences	\$13,450	\$15,000	\$1,550
Charities Expense			
Missions	\$500	\$1,500	\$1,000
Mission Committees	\$200	\$0	-\$200 **To be deleted**
SubTotal Charities Expense	\$700	\$1,500	\$800
Church/Grounds Maintenance Expense			
General Building Maintenance	\$12,500	\$15,000	\$2,500
General Grounds Maintenance	\$1,500	\$5,000	\$3,500
SubTotal Church/Grounds Maintenance Expense	\$14,000	\$20,000	\$6,000
Conferences	\$2,000	\$10,000	\$8,000
Discipleship			
Wed Night Suppers	\$4,000	\$5,000	\$1,000
Wed Night Suppers	\$3,000	\$5,000	\$2,000
HS Corporate Sponsorship	\$500	\$0	-\$500 **To be deleted**
Special Events (NEW)		\$3,000	\$3,000
SubTotal Discipleship	\$7,500	\$13,000	\$5,500
Education Expense-Adult			
Adult Faith Enrichment Supplies	\$300	\$500	\$200
SubTotal Education Expense-Adult	\$300	\$500	\$200

Education Expense-Youth

Youth Ministry	\$5,000	\$3,000	-\$2,000
Youth Trips	\$10,000	\$10,000	\$0
SubTotal Education Expense-Youth	\$15,000	\$13,000	-\$2,000

Insurance

Building Insurance	\$7,000	\$12,000	\$5,000
Workmans Compensation	\$2,900	\$4,000	\$1,100
SubTotal Insurance	\$9,900	\$16,000	\$6,100

Interest Paid

Operating Loan	\$1,500	\$1,500	\$0
Green House	\$0	\$12,000	\$12,000
SubTotal Interest Paid	\$1,500	\$13,500	\$12,000

Misc Expenses

	\$3,000	\$3,000	\$0
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Office Expenses

Computer Supplies/Fees	\$5,000	\$5,000	\$0
Office Equipment Expense	\$5,000	\$5,000	\$0
Office Supplies	\$5,000	\$4,000	-\$1,000
SubTotal Office Expenses	\$15,000	\$14,000	-\$1,000

Parish Education

Confirmation	\$2,000	\$3,000	\$1,000
Sunday School	\$3,000	\$3,000	\$0
Vacation Bible School	\$1,000	\$1,500	\$500
SubTotal Parish Education	\$6,000	\$7,500	\$1,500

Postage/Mailing Expense

	\$2,000	\$6,000	\$4,000
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Guest Clergy

	\$2,000	\$2,000	\$0
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Real Estate Assessments

	\$1,300	\$5,000	\$3,700
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Staff Benefits

Continuing Education	\$2,000	\$1,000	-\$1,000
Employers FCIA Contribution	\$8,000	\$8,000	\$0
Employers Medicare Contribution	\$2,000	\$2,000	\$0
Health Insurance	\$25,000	\$12,000	-\$13,000
Retirement	\$5,200	\$5,200	\$0
Social Security Allowance	\$5,000	\$5,000	\$0
SubTotal Staff Benefits	\$47,200	\$33,200	-\$14,000

Staff Salaries

Bell Choir	\$1,000	\$1,000	\$0
Custodial Salaries	\$28,840	\$30,000	\$1,160
Lead. Pastor	\$68,250	\$70,500	\$2,250
Office Coordinator	\$35,000	\$36,000	\$1,000
Organist/Pianist	\$13,800	\$13,800	\$0
Pastoral Care	\$25,000	\$18,000	-\$7,000
Senior Choir Director	\$2,000	\$2,000	\$0
Treasurer	\$2,400	\$2,400	\$0
Worship Director	\$50,000	\$15,600	-\$34,400
Kid's Ministry Director (NEW)		\$17,280	\$17,280
Future Staffing (NEW)		\$18,000	\$18,000
SubTotal Staff Salaries	\$226,290	\$223,580	-\$2,710

Stewardship Expenses

\$4,500	\$4,500	\$0
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Telephone Expense

\$2,500	\$2,500	\$0
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Travel Expense

Transportation	\$3,000	\$3,000	\$0
SubTotal Travel Expense	\$3,000	\$3,000	\$0

Utilities

Electricity	\$32,000	\$32,000	\$0
SubTotal Utilities	\$32,000	\$32,000	\$0

Worship Expenses

Audio/Video Services (Tech Crew)	\$2,000	\$0	-\$2,000	**To be deleted**
Liturgical Expenses	\$2,500	\$5,000	\$2,500	
Musicians	\$3,750	\$1,500	-\$2,250	
SubTotal Worship Expenses	\$8,250	\$6,500	-\$1,750	

Total Expenditures

\$417,390	\$445,280	\$27,890
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NOVEMBER

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
<div style="border: 1px solid gray; padding: 5px; display: inline-block;"> Calendar is correct at time of printing. All activities are subject to change. </div>						
		1 9:00 Prayer Team 10:00 Staff	2 ALL SAINTS DAY 1:30 Befrienders 2:00 Prayer Shawl 3:30 GRAPPLE 5:00 Community Supper 6:00 Worship 7:00 Kids Min CREW 7:00 Confirmation 7:30 Youth Missing Mtg 7:00 In the Word 8:00 Sr. High Elevate		4 Staff Sabbath Office Closed	
6 ALL SAINTS DAY 8:20 Choir Practice 9:30 Worship Comm 10:30 Treasure Kids 5:00 Bell Choir	7 6:30 Worship Practice	8 9:00 Prayer Team 10:00 Staff	9 1:00 Bible Insights 2:00 Prayer Shawl 3:30 GRAPPLE 5:00 Community Supper 6:00 Worship Comm 7:00 Kids Min CREW 7:00 Confirmation Guest 7:00 In the Word	10 PASTOR ANDREA OUT OF OFFICE NOVEMBER 5—10	11 Staff Sabbath Office Closed	12
13 8:20 Choir Practice 9:30 Worship 10:30 Treasure Kids 5:00 Moms of Faith	14 6:30 Worship Practice	15 9:00 Prayer Team 10:00 Staff 6:00 Vision Council	16 2:00 Prayer Shawl 3:30 GRAPPLE 5:00 Community Supper 6:00 Worship Comm 7:00 Kids Min CREW 7:00 Confirmation 7:00 In the Word 8:00 Sr. High Elevate	17 9:30 Altar Guild 1:45 Chapel @ Hawley Manor 2:00 XYZ 5:45 Worship Team Meeting	18 Staff Sabbath Office Closed	19
20 8:20 Choir Practice 9:30 Worship Comm 10:30 Treasure Kids 2:00 Birthday Bash 5:00 Bell Choir Practice	21 6:30 Worship Practice	22 9:00 Prayer Team 10:00 Staff	23 THANKSGIVING EVE 2:00 Prayer Shawl 6:00 Thanksgiving Service with Communion	24 Office Closed for Thanksgiving!	25	26
27 ADVENT 8:20 Choir Practice 9:30 Worship Comm 10:30 Treasure Kids 5:00 Bell Choir Practice	28 6:30 Worship Practice	29 9:00 Prayer Team 10:00 Staff	30 ADVENT 1:00 Bible Insights 2:00 Prayer Shawl 3:30 GRAPPLE 5:00 Community Supper 6:00 Worship 7:00 Kids Min CREW 7:00 Confirmation 7:00 In the Word 8:00 Sr. High Elevate			

DECEMBER

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
Church Office Hours: Monday — Thursday: 9:30 — 4:00 Weekly Staff Meeting: 10:00 a.m.				1 1:45 Chapel @ Hawley Manor	2 Staff Sabbath Office Closed	3
4 ADVENT 8:20 Choir Practice 9:30 Worship Comm 10:30 Treasure Kids	5 6:30 Worship Practice	6 9:00 Prayer Team 10:00 Staff	7 1:00 Bible Insights 2:00 Prayer Shawl 3:30 GRAPPLE 5:00 Community Supper 6:00 Worship Cantata 7:00 Kids Min CREW 7:00 Confirmation 7:00 In the Word 8:00 Sr. High Elevate	8	9 Staff Sabbath Office Closed	10
11 ADVENT 8:20 Choir Practice 9:30 Cantata 10:30 Treasure Kids 3:00 Christmas Prog 3:30 Live Nativity 5:00 Moms of Faith	12 6:30 Worship Practice	13 9:00 Prayer Team 10:00 Staff	14 ADVENT 2:00 Prayer Shawl 3:30 GRAPPLE 5:00 Community Supper 6:00 Worship 7:00 Kids Min CREW * Christmas Celebration 7:00 Confirmation * Christmas Celebration 7:00 In the Word 8:00 Sr. High Elevate	15 9:30 Altar Guild 1:45 Chapel @ Hawley Manor 2:00 XYZ	16 Staff Sabbath Office Closed	17
18 ADVENT 8:20 Choir Practice 9:30 Worship Comm 10:30 Treasure Kids 2:00 Birthday Bash 6:00 Blue Christmas Worship Service	19 6:30 Worship Practice	20 9:00 Prayer Team 10:00 Staff	21 ADVENT 2:00 Prayer Shawl 6:00 Traveler Christmas	22	23 Staff Sabbath Office Closed	24 Christmas Eve Worship 3:00 PM 5:00 PM 9:00 PM @ Solum Lutheran
25 NO WORSHIP @ Hawley Lutheran! Join us at Solum for Christmas Day Worship	27	28	29	30	31 To receive tax credit for 2022, Please have all end of the year gifts and offerings in by 3:00 p.m.	
Church Office hours will vary during Christmas break. Please call before stopping by!						

The Glory of Christmas Advent Reading Plan

Christmas is about the glory of God – God’s greatness, value and supreme worth. This season – when we celebrate the arrival of Jesus Christ to save sinners like you and me – is meant to display the greatness of God and his ultimate plan for salvation. We know how easy it is during this busy, festive, hustle season to lose sight of that. That’s why we’ve created this Advent Reading Plan. Each day includes prayer points to guide you, worship songs to inspire you and scripture to anchor you. We’ve also created an Advent Worship Playlist on our Spotify Channel (HLC Ministry) as an easy link to the songs suggested here. Of course, there are always additional prayer points to bring to God, worship songs to sing and passages to read. We encourage you to expand on what is suggested as you are inspired to glorify God. May this reading plan be a blessing as you fix your eyes on the Glory of Christmas - Pastor Andrea

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
11/27 HOPE First Sunday of Advent Prayer Point: those expecting a child Breath of Heaven Luke 1:26 – 38, 46 – 55 Psalm of the week: 124	11/28 Prayer Point: pregnancy loss Breath of Heaven Genesis 8:1 – 19 Romans 6:1 – 11	11/29 Prayer Point: those facing infertility Breath of Heaven Genesis 9:1 – 17 Hebrews 11:23 – 40	11/30 Prayer Point: young children My Soul Magnifies the Lord (Chris Tomlin) Isaiah 54:1 – 10 Matthew 24:23 – 35	12/1 Prayer Point: teenagers My Soul Magnifies the Lord Isaiah 4:2 – 6 Acts 1:12 – 17, 21 – 26	12/2 Prayer Point: college ages My Soul Magnifies the Lord Isaiah 30:19 – 26 Acts 13:16 – 25	12/3 Prayer Point: families of all ages and life stages O Come Emmanuel Isaiah 40:1 – 11 John 1:19 – 28
12/4 PEACE Second Sunday of Advent Prayer Point: all facing uncertainty Seasons (Hillsong) Matthew 1:18 – 25 Psalm of the week: 72	12/5 Prayer Point: educators Seasons Isaiah 24:1 – 16a 1 Thess. 4:1 – 12	12/6 Prayer Point: health care workers Seasons Isaiah 41:14 – 20 Romans 15:14 – 21	12/7 Prayer Point: police, fire, EMT’s In The Bleak Midwinter Genesis 15:1 – 18 Matthew 12:33 – 37	12/8 Prayer Point: homeless and hungry In The Bleak Midwinter Ruth 1:6 – 18 2 Peter 3:1 – 10	12/9 Prayer Point: anxiety/depression In The Bleak Midwinter Ruth 4:13 – 17 2 Peter 3:11 – 18	12/10 Prayer Point: terminal/chronic illness Noel (Lauren Daigle) 1 Samuel 2:1 – 8 Luke 3:1 – 18
12/11 JOY Third Sunday of Advent Prayer Point: church staff/volunteers Joy To World (Chris Tomlin) Luke 2:8 – 15 Psalm of the week: 42	12/12 Prayer Point: pastors and family Joy To World Isaiah 29:17 – 24 Acts 5:12 – 16	12/13 Prayer Point: jail/military chaplains Joy To World Ezekiel 47:1 – 12 Jude 1:17 – 25	12/14 Prayer Point: worship/music leaders Glory in the Highest (Chris Tomlin) Zechariah 8:1 – 17 Matthew 8:14 – 34	12/15 Prayer Point: HLS/HLC partnership Glory in the Highest 2 Samuel 7:1 – 17 Galatians 3:23 – 29	12/16 Prayer Point: camps/missionaries Glory in the Highest 2 Samuel 7:18 – 22 Galatians 4:1 – 7	12/17 Prayer Point: campus ministries Go Tell It On Mountain 2 Samuel 7:23 – 29 John 3:31 – 36
12/18 LOVE Fourth Sunday of Advent Prayer Point: our congregation Love Has Come (ELW 292) Matthew 2:1 – 11 Luke 2 Psalm of the week: 96	12/19 Prayer Point: farmers/ranchers The First Noel 1 Samuel 2:1 – 10 Genesis 17:15 – 22 Luke 2	12/20 Prayer Point: members of military A Came Upon A Midnight Clear Genesis 21:1 – 21 Galatians 4:21 – 5:1 Luke 2	12/21 Prayer Point: safe travels this week Infant Holy, Infant Lowly Genesis 37:2 – 11 Matthew 1:1 – 17 Luke 2	12/22 Prayer Point: unchurched/those without church home O Come All Ye Faithful Isaiah 33:17 – 22 Revelation 22:6 – 7 Luke 2	12/23 Prayer Point: forgiveness/strength to forgive What Child Is This 2 Samuel 7:18, 23 – 29 Galatians 3:6 – 14 Luke 2	CHRISTMAS EVE Prayer Point: relationships Silent Night Hawley Lutheran 3:00 P.M. 5:00 P.M. Solem Lutheran 9:00 P.M.

Worship Services and Dates

Christmas Cantata | December 7 @ 6:00 P.M. and December 11 @ 9:30 A.M.
 Kids Christmas Program and Family Christmas | December 11 @ 3:30 P.M.
 Blue Christmas | December 18 @ 6:00 P.M.

Travelers Christmas Worship | December 21 @ 6:00 P.M.

Christmas Eve Candlelight Worship with Communion | 3:00 P.M. and 5:00 P.M.

Christmas Eve @ Hegland Lutheran | 5:00 P.M. Christmas Eve @ Solem Lutheran | 9:00 P.M.

Christmas Day @ Solem Lutheran | 10:30 A.M.

CHRISTMAS DAY

No services at HLC

Worship @ 10:30 A.M.

Solem Lutheran



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