



Calvary Lutheran Church

August 21, 2023 Council Minutes

Members Present: Katie Rentschler, Ann Stehn, Cheryl Whitchurch, Pastor Hans Dahl, Bruce Luehmann, Pastor Angie Larson, Jeff Rodel, Jana Brandt, Mark Christianson and Kathy Hungness.

Members absent: Mark Stromswold

Meeting called to order by Jana Berndt at 6:00 p.m.

Add to the Agenda:

- Old Business: Real Estate Opportunity
- Move Leadership Update to the end of the agenda.

Opening Prayer: Pastor Hans Dahl lead the council in prayer.

Mission Sightings: Jana

1. VBS had over 630 people involved. It was a great week for all.
2. Welcoming so many new people to Calvary at the Lake for the first time
3. 14 baptisms including adults and babies last weekend
4. Green bags for the food shelf ran out
5. Summer attendance was up 15% over last year
6. Hans spent a day with a partner church in Duluth. They are so grateful for the partnership with Calvary.

Implementing Dashboard: Katie R.

The new system was used to check in kids for VBS. It allowed us to see who was there. Staff were able to analyze the data in real time. The system also printed out tickets for kids' pickup.

2024 Capital Appeal Timeline: Hans & Bruce.

We are approximately one year away from the appeal date. At the end of October 2024, we will move from our first phase to the second phase of our building loan. We will still have about \$3.4-\$3.9 million including interest. This will be the focus of the capital campaign. We will consult with the original members of the financial feasibility committee for advice and tips. Letters will go out to the congregation members that have donated in the past. Hans will have individual meetings with lead donors. We are gathering information on approximate costs to renovate the basement as well to meet our growing needs for Kid & Student programming as well as general meeting space for all groups. A rough draft timeline of the appeal was presented.

Defining & Clarifying Strategies-Kids & Student Ministry focus: Hans and Jana:

We would like to engage parents in Connect Groups and to continue to work on making the strategy goal of 50% of congregation is involved.

Consent Agenda: Jana

- Minutes of July meeting as amended.
- Staff Reports
- No fund approvals

Motion was made to approve the Consent agenda by Jeff and seconded by Brett. The motion was approved unanimously.

Treasurer's Report: Bruce

July Financials: July income was down by 9% compared to last year. Year to date we are ahead by 2% in worship income. Expenses are running 1% over budget due to additional winter expenses. To reach our annual budget, we will need to raise \$539,000 over the next 5 months. Preschool is on budget. Mark C. made the motion to approve the Treasurer's report as presented. Cheryl seconded the motion. The motion was approved unanimously.

Anticipated/Potential Expenditures for 2023-2024: We need to fill two people facing positions that were approved in the budget. The positions are the Guest Services Coordinator and the Connect Group Coordinator.

Allocation of Employee Retention Credit: Calvary was approved for \$216,000 Federal funds. The funds will be prorated between the Preschool and Calvary (\$161,000). We can use this money to support the staffing needs. The breakout recommended is as follows:

\$80,000 Staff Salaries through 2024

\$25,000 Capital Improvements

\$56,000 used for other items needed.

Old Business: Katie R.

Staffing update:

Preschool: Tara Tongen, Kate LeBrasseur and Asiah Jackson.

Worship Technician: Jim Anderson

Partner Network: Pam Wilbur will be retiring from this position.

Real Estate Update: Hans, Bruce and Jeff updated the council on the real estate opportunity to buy Keith Forrester's home across the street. The council decided it was not the appropriate time to purchase property.

New Business: Council will start having meetings with Calvary staff starting in September. The Council will meet at 5 and with the staff from 6-7:30 p.m.

Calvary Partner Network Conference: October 7, 8:30 a.m. to 3:30 p.m. with all Council members encouraged to attend. Hans will be looking for a couple of volunteers to meet with Tod Bulsinger to learn and apply the concepts of adaptive leadership. This session will be Thursday evening and all day on Friday.

The council moved into executive session to review and discuss the appraisal process and the organization structure for the future of Calvary. The council will continue to have dialogue regarding this topic.

The meeting adjourned at 8:19 p.m.

Next meeting will be at Calvary on September 18 at 5:00 p.m.