



Calvary Council Minutes February 16, 2026

Members Present: Pastor Hans Dahl, Pastor Angie Larson, Katie Rentschler, Jana Berndt, Ann Stehn, Whitney Anderson, Brian Baustian and Mark Christenson

Absent: Jeff Rodel, Mark Stromswold, Brett Boyum and Cheryl Whitchurch

The council meeting was called to order by Whitney Anderson at 6:03 pm.

All In Moments:

- Strong finances, continued generosity.
- Great All-In revisit with generosity theme.
- Shout out to staff that helped figure out the water leak: Tracey, Katie and Mitch and the help to get the roof fixed quickly and the outpost smoke caught fire and needed to be put out so it was an interesting Sunday morning with lots of people helping.
- Playhouse family show: 120 people came with a great message about being strong and courageous with great engagement of families.
- Backpack attack went great-2,000 bags packed.
- Lake of the Woods men's fishing trip was a success.
- Angie, Hans, and Katie R. have recently had time with Luther seminary to discuss the future of education of seminary students, and how Calvary can support the goal of engaging more people in theological education.

Opening Prayer & Devotion: Pastor Hans asked council members to think of a time we were stuck. Members shared when they needed help getting out. The authors of the Bible go out of their way to describe characters getting stuck: Moses, Jonas, Paul...this is part of life, and they point out how God is present in the moment. Hans led the group in prayer.

STRENGTHENING OUR MISSION AND VISION

Growing Opportunities for Engagement

Engagement Objectives and Key Results (OKR) – Connect groups: The council reviewed Calvary's "North Star" objective to broaden engagement amongst those who already call Calvary their church home. Pastor Hans asked council members to reflect on the importance of the connect groups that each belong to. Staff are feeling stuck when it comes to how to engage people to develop leaders of groups and to continue to grow our Connect groups. The most important thing we can do to drive engagement is to get them connected to a group. The council discussed our current staffing model and what we might need to be able to move the needle on engagement with growing these groups. The council considered the demands of what we

currently provide for connect groups and what amount of staff time would be needed to reach our goals and our “North Star” objective. The council encouraged staff to provide additional information at our next meeting in March.

SUPPORTING OUR MISSION AND VISION

Consent Agenda –

- a. Minutes of January meeting
- b. Staff Reports
- c. Fund Approvals

January meeting minutes were reviewed along with staff reports. There were no fund approvals this month. A motion was made by Mark C. seconded by Brian to accept the consent agenda as presented. The motion was carried unanimously.

Treasurer’s Report :

January financials –

Jana Berndt reported that our strong positive trend continues, January worship income is ahead of plan. YTD budget is ahead as well at this point. Expenses including snow removal and insurance premium were processed in January which led to higher than typical expenses for the month. YTD expenses are slightly over, but this was due to the timing of the noted expenditures. Make Room Appeal funds are back to what we typically see after a higher December which is expected at the end of the calendar year. Our budget is in a better position at this time of year than it was last year. Statement of Financial Position was reviewed. \$85,000 was applied to the principle for the mortgage in February. The MN Paid Family Leave employer portion was not budgeted but it looks like it will be about \$500/month. A motion to accept the treasurer’s financial report as presented was made by Ann and seconded by Mark C. The motion passed unanimously.

New Business:

Budget timeline –

Hans and Katie will be working with Jana on the budget this spring. Katie plans to bring the budget to council in May for discussion and to be approved in June. We continue with the goal of working to get to a 90% budget by the end of 5 years to create room for opportunities. The annual meeting will be held in August.

Old Business:

Annual Appeal Updates –

We are in round 2 of 3 of our All-In appeal. It is too early to know the outcome of round 2 currently, but some conversations and commitment cards are coming in. The council will get a report again next month. The council discussed that knowing there are a lot of options for people to give, the hope is that people commit to Calvary as a ‘top three’ for their giving. The revised approach is going well. There has been positive feedback on the generosity message.

Top Three Takeaways:

- The intentionality of our discussions about engagement and how to continue to grow that.
- The willingness of the council to consider concepts and have discussions that continue to push outside our comfort zone.
- Celebrate the generosity of our congregation—giving, volunteering, serving our community.

SENT OUT TO SERVE

The council meeting adjourned at 7:28 p.m.

The next council meeting will be held on March 16, 2026 @ 6:00 p.m.