



CALVARY CHURCH

Calvary Council Minutes April 20, 2026

Members Present: Pastor Hans Dahl, Katie Rentschler, Jana Berndt, Brett Boyum, Mark Stromswold, Whitney Anderson, Brian Baustian, Jeff Rodel, Mark Christenson, and Cheryl Whitchurch

Absent: Pastor Angie Larson

The council meeting was called to order by Brett Boyum at 5:59 pm.

All In Moments:

- Book of Acts Bible Study
- Take Stock in Youth - almost \$19,000 raised so far
- Easter worship and the return of Easter guests
- Volunteer network

Opening Prayer: Pastor Hans led the group in prayer.

Consent Agenda:

- Minutes of March Meeting
- Staff Reports
- Fund Approvals

The council reviewed the March minutes and staff reports as presented. There were no fund approvals.

A motion was made by Mark S. and seconded by Mark C. to accept the consent agenda as presented. The motion was carried unanimously.

Treasurer's Report:

March Financials: Jana reported that Calvary's generous trend continues. March income came in at 18% over budgeted income. YTD we are 9.2% ahead of budget at the end of the 3rd quarter. March expenses were 3% above budgeted expenses, mostly due to additional spring snow removal. Jana also noted that Calvary's growing income is outpacing the expense increase. Jana reported that our Make Room income in March was \$22,000. The Make Room financial position will be assessed in May to determine if another significant principal payment will be made. Jana reviewed the balance sheet, a very solid statement. We continue to be in a strong financial position as we wrap up the final quarter of our fiscal year.

A motion to accept the treasurer's financial report as presented was made by Brian and seconded by Whitney. The motion was carried unanimously.

Budget Timeline & Considerations: Katie reported that she and Jana have been evaluating the budget, the increased giving, and the steps taken towards the 5 year goal of a budget for capacity. Katie noted that a line for staff sabbaticals will be added in the budget as well as a line for the work of the safety team. A draft budget will be presented to council in May for discussion.

New Business:

Engagement Staffing: In response and follow up from the council's previous conversations around engagement staffing, Pastor Hans highlighted three topics for discussion.

1) The focus of Katie Dahl's work - Katie's time and focus is in the area of hospitality, guest services, communication, and helping all to take the next step. An added engagement staff position would be created around connect groups. Katie R. read a Connect Group Minister description. The position would be a 20 hour/week position. The role of the minister would be to identify group members, match group members, and multiply groups.

2) A shift in philosophy in how we use grant dollars - Pastor Hans reviewed grants that we have received and how some staffing has been funded through grants. Calvary is shifting past grant money philosophy towards funding positions out of budget rather than from grants. As a best practice, the Connect Group Minister position would be solely funded by budget rather than from grant money.

3) The implications for our 90% budget for margin goal - The newly created position is for the purpose of increasing engagement, supporting our North Star objective and aligned with our belief that engagement leads to investment. Katie R. reviewed Calvary's aggressive goal of reaching a 90% budget to create margin by 2030. Currently, Calvary's projected income, capacity actual amount, and capacity percentage for the fiscal year is significantly higher than budgeted for in 2025-2026, putting us in a great position for year number one. Katie shared a draft budget for capacity for 2025-2030. The draft budget shows us getting closer every year to the margin goal. Katie reported with confidence our financial ability to fund out of budget a 20 hour/week connect group minister. The additional engagement staff position will be included in next year's budget draft.

Safety Team Updates: Katie provided a quarterly update on the work of the Calvary safety team. Preschool windows have been tinted at no cost to us, thanks to a generous donor. The team partnered with other churches in the community to create an emergency response binder. A grant will provide for the printing of the binder to be distributed in community churches. There will be safety training for staff, council members, and volunteer leaders on May 7th, 2026, 5:30-7:30. The training will include presentations and training from medical professionals and law enforcement, as well as a building tour and becoming familiar with the emergency response binder.

Old Business:

Council Membership: Pastor Hans presented Samarah Hadley as a candidate to fill the current council membership vacancy and outlined her extensive leadership skills.

A motion was made by Mark S and seconded by Whitney to approve Samarah Hadley to fill the council vacancy for the remainder of the fiscal year, with re-election for the next term at the annual meeting. Motion was carried unanimously.

Sabbatical: Pastor Hans reminded the council of Calvary's sabbatical policy and the upcoming six week sabbatical of Nolan Weisz. Previously approved by council, the sabbatical will be taken July 11-25 and August 3-31, 2026. The split time will allow for Nolan to be present for VBS. A sabbatical blessing will be held in July.

Top Three Takeaways:

- Financial Strength and Generosity
- Work of the Safety Team
- Council Membership
- Forward movement on Connect Group Minister

Pastor Hans closed in prayer and the meeting was adjourned at 7:42 p.m.

The next council meeting will be held on **May 18, 2026 @ 6:00 p.m.**