



## Approved Council Minutes December 15, 2025

**Members Present:** Pastor Hans Dahl, Pastor Angie Larson, Katie Rentschler, Bruce Luehmann, Jana Berndt, Brett Boyum, Ann Stehn, Mark Stromswold, Whitney Anderson, Brian Baustian, Jeff Rodel, and Cheryl Whitchurch

**Absent:** Mark Christenson

The council meeting was called to order by Brett Boyum at 6:02 pm.

### All In Moments:

- Carols & Cocktails
- Christmas Cantata
- Giving Tree
- Endowment Fund Distributions of almost \$28,000
- Generosity from Christmas events
- Ministry of staff during the season
- Big Hearts 500+ Meals

**Opening Prayer:** Pastor Hans shared the Christmas story as a thank you to Calvary for being a church for all people and led the group in opening prayer.

**Leadership:** Discussion on the staff and council strategic plan goals and objectives was tabled until the January meeting.

### Consent Agenda:

- Minutes of November meeting
- Staff Reports
- Fund Approvals (none)

A motion to accept the consent agenda as presented was made by Ann and seconded by Brian. The motion was carried unanimously.

### Treasurer's Report:

**November Financials:** Jana reported that November was a strong generosity month. General Fund income was higher than budgeted and expenses remained under budget. We are in a strong financial position moving into December and the end of the first half of the fiscal year. Katie reported that donors are mindful of year-end giving and December has been off to a good start with year-end gifts. Katie also noted the cost of the upcoming snow removal and the anticipated increase of snow related expenses.

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

**Mortgage Covenant Update:** Bruce reported that a mortgage meeting was held with the bank and the bank is very happy with our progress. It was noted that there is a covenant in our mortgage agreement that is more reflective of a for-profit business rather than a non-profit. The rewriting of the covenant to reflect a non-profit is in process.

**Employee Retention Credit Expenditures:** Katie gave an update on the approved expenditures and funds remaining. To date, \$47,500 of the \$70,000 approved for church capital expenses has been spent with all projects completed except for the purchase of Hub chairs. It was proposed that we include in the \$70,000 allocation the purchase of a lift for the church rather than repeatedly borrowing one.

A motion to allocate up to \$5,000 for the purchase of a lift was made by Mark S. and seconded by Cheryl. The motion was carried unanimously.

**New Business:**

**Annual Appeal Updates and Future Dates:** Katie reported that we are still receiving commitment cards from the October appeal. To date, Calvary has received commitment from 239 households with a commitment of \$653,000.

**Luther Seminary Partnership:** Pastor Hans reported that Luther Seminary has received a \$10,000,000 grant to re-imagine learning for seminary students. Luther Seminary is moving to all distributive learning, both online and on site. Calvary has been selected as a site and partner to re-imagine the seminary experience. Kick-off is expected during J Term in 2027.

**Clarification on Sabbatical Policy:** Brett highlighted the proposed sabbatical policy clarifications made by the appointed team. The council shared discussion on the amendments.

A motion was made by Mark S. and seconded by Cheryl to accept the sabbatical policy as amended. Motion was carried unanimously.

**Old Business:**

**Safety & Security:** Katie presented the short and long-term recommendations made by Calvary's appointed safety team.

1. Bless the safety team to become an ongoing ministry of Calvary.
2. Create an emergency response binder that includes policies and procedures.
3. Implement guest service safety training and the creation of two new roles to enhance current safety measures.
4. Seek bids to tint the windows in the Calvary Preschool classrooms and hallway.

The safety team also recommends consideration of a new budget line item in the General Fund that can be used for ongoing training, equipment, and upgrades to systems.

A motion was made by Whitney and seconded by Brian to accept the safety team recommendations.

**Top Three Takeaways:**

- Generosity and General Fund moving into Christmas
- Safety Team Work
- Christmas Events and Ministry

The council meeting adjourned at 7:38 p.m.

Following adjournment, the council moved into an executive session to discuss future sabbatical policy and applications.

The council shared appreciation for all staff and had discussion around year-end holiday gifts for Calvary church and preschool staff. A motion to approve funds to be taken out of the general fund for staff year-end holiday gifts was made by Mark and seconded by Ann. The motion was carried unanimously.

The executive session adjourned at 7:58 p.m.

The next council meeting will be held on **January 19, 2026 @ 6:00 p.m.**