

Unapproved Council Minutes from March 18, 2024

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

Absent: Brett Boyum, Mark Stromswold, Deb Dittberner

Meeting called to order by Mark Christenson at 6:00 pm.

Mission Sightings: Mark C.

- 1st Corinthians Bible Study off to a great start
- Ghana School Scholarships for 151 students
- VBS Registration Opened - 117 registrations in 5 days
- 49 students will receive first communion on Maundy Thursday
- An additional confirmation has been added for 9th graders transitioning into Epic
- Recruitment of Appeal Leadership Team
- Attendance is up 33% from January/February 2023 to January/February 2024

Opening Prayer and Strategic Conversation: Pastor Hans introduced the article “5 Reasons Why Engagement is the New Church Attendance” and the Council discussed the article. Pastor Hans led the council in prayer.

Leadership: Council Priorities for 2024

- Sustaining Ministry: Appeal
- Facility: Improvement Study
- Engagement: Dashboard
- Staff: Sabbatical
- Lead Pastor Review

Appeal: Pastor Hans shared the “Make Room” booklet that outlines making room physically and financially for the growing number of people who call Calvary their church home. The congregation approved spending \$40,000 to explore the renovation of our basement. A five year appeal plan has a projected \$3.7 million goal to pay off our mortgage, freeing us to invest in ministry and community. A 3 phase timeline for the appeal has been developed: a spring Leadership Phase, summer Informational Phase and a fall Public Phase. The Lead team has been recruited and about 100 Champions are currently being recruited to assist in the planning and execution.

Sabbatical: Pastor Hans shared the sabbatical timeline, May 27-August 28. Staff responsibilities during sabbatical were outlined in detail. Hans will meet once/month with Angie on ministry related items and with Mark Christenson and Katie R once/month for council purposes. Hans and Katie will provide 3 video “sabbatical updates” with the congregation.

Lead Pastor Review: Mark C. provided a 2024 lead pastor evaluation to be completed by each council member for discussion following the April council meeting.

Facility Improvement Study: Katie reported that the first 2 donations for the appeal have been received. Next steps on the improvement study are paused as we focus on kicking off the appeal.

Engagement Dashboard: Katie reported that the dashboard will be updated in April.

Consent Agenda: Mark C.

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

Treasurer's Report: Bruce

Bruce reported a good, steady start to the targeted budget for the year. He noted that worship income is \$10,000 ahead ytd, \$7,000 under budget on expenses, \$10,000 in the black, and \$18,000 ahead of budget for the year. Preschool income is trailing a bit in the red and is planned to have a deficit for the year. Mortgage balance is just under \$3.4 million.

A motion to accept the treasurer's report was made by Jeff and seconded by Ann. Motion passed unanimously.

A team has been formed to conduct an insurance review of our current insurance policy and voice questions. Team members are Bruce Luehmann, Donn Frahm, Mike Svobodny, and Mike McCormick. The review team will put together a framework document to get quotes from Church Mutual, the current provider, and other providers.

Old Business: There was no old business.

New Business: Conversation has begun as to when is the time to add an additional service to make room for growing attendance. Attendance at many worship services this calendar year reached 70% and above capacity. More discussion will come after the staff do some further analysis and planning.

Bruce shared that discussion has begun on the financial exploration of budgeting for margin over time and the possibility of changing the business year from the calendar year.

Top Three Take Aways: Appeal is in planning stages, Sabbatical schedule and staffing are being finalized, and Financial thoughtfulness is appreciated

The meeting was adjourned at 8:01 pm.

The next meeting will be held on **April 8, at 5:00 pm and All Staff at 6:00 pm.**