

**Calvary Lutheran Church (CLC)  
Council Meeting Minutes  
October 10, 2023**

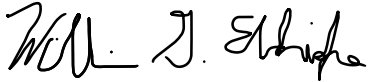
Council meeting called to order at 5:04 pm

- I. Devotion: Deacon Tom Martin provided a devotion about persistence.
- II. Quorum: At 5:05 pm members present were Jess Gromer, Dan Kuecker, Bill Eldridge, Kerk Kerkenbush, Sara Odden, Nancy May, and Mark Massa. Staff present were Pastor Randy Fett and Deacon Tom Martin. Kody Bybee arrived about 5:25 pm. Gina Nelson and Troy Kilpatrick were not present.
- III. Approve minutes: Council meeting minutes from September 12, 2023, were provided for review. Motion to approve minutes by Kuecker was seconded and adopted by vote of 7 “yes” and 0 “no.”
- IV. Reports.
  - a. Executive Council: Gromer summarized the October 2, 2023 (5:00 pm), Executive Council meeting that included reviewing the agenda for the Council meeting, a discussion of the pastoral call process and planning, and a 2024 budget review by Bybee. Also, strategic planning for budget presentation was discussed.
  - b. Rostered leaders: Deacon Martin provided a sabbatical report and a routine report. The high school youth group increased to about 40. Pastor Fett reviewed early results from the leadership survey and listening sessions, discussed fun Sundays, provided interim process schedule updates, outlined plans for the 75th anniversary, and recommended budget items for the future pastoral call committee and computer upgrades.
  - c. Committee reports: Gromer presented the communications plan for new budget and monetary policies (attached). Motion to approve the budget and monetary policies plan by Eldridge was seconded and adopted by vote of 7 “yes” and 0 “no.” The 2024 budget was discussed with recommended refinements including the following: ensure a balanced budget, establish year-long stewardship, prioritize budget items, establish a finance committee. Other reports included personnel (no updates), Calvary in Action (beginning reconnecting), Congregational Care (going well), education (no updates), endowment (activity on hold), nominating (meeting next week to recruit future Council members), stewardship (packets sent in mail), and worship/music (no updates).
- V. Old Business.
  - a. Annual meeting structure will be discussed in upcoming Council meetings. The annual meeting is scheduled for January 31, 2024, at 6:30 pm as a part of the Wednesday evening service.
  - b. Wells Fargo account: paperwork sent in September was rejected by Wells Fargo. Motion to close the account by Massa was seconded and adopted by vote of 7 “yes” and 0 “no.”
- VI. New Business.
  - a. 75th Anniversary. Eldridge presented a summary of the committee meeting on October 5 led by Cheryl Chapman. The date for the anniversary was set for Sunday October 20, 2024, in the afternoon after service. The next meeting is Thursday, October 26 at 7:00 pm.

VII. Next Meeting: The next regular Council meeting will be November 14, 2023, at 5:00 pm at CLC.

VIII. Adjournment: A motion to adjourn by Odden at 6:28 pm was seconded and approved by vote of 7 “yes” and 0 “no”.

Respectfully Submitted,

A handwritten signature in black ink, appearing to read "Bill Eldridge". The signature is written in a cursive, somewhat stylized font.

Bill Eldridge, Secretary

(1 Attachment, 2 pages: Financial Strategy Team Recommendations)



## Financial Strategy Team Recommendations

Meet the Team:

Council Members: President: Jess Gromer, Vice President: Dan Kuecker, Treasurer: Martin Kerkenbush, Council Member: Mark Massa; Interim Pastor Randy Fett and Account Executive Kody Bybee

Why did we form?

For several years Calvary Lutheran Church has been spending more than we are taking in. In fact, offerings were down 10% in 2022 and are on pace to do the same in 2023. We are experiencing an increase in operational costs like all other sectors in our community. We used to work from an aspirational budget which was changed last year. In 2022, the CLC congregation approved what was the first step in ratcheting back the budget to better reflect our financial situation. Knowing we needed to do more work, the Financial Strategy Team was formed early in 2023 to take a deep dive into how we are budgeting and how we are accepting the congregation's generosity.

All our work has been grounded in the following:

Vision: To be a connected and caring faith community

Mission: Welcome and inspire ALL with grace, courage, and love.

Values: Servant Leadership, Joyful Generosity, Intentional Relationships

This team aims to be responsible stewards of the congregational budget. The greater Church is seeing a change in terms of giving, finance, attendance, and overall view of religion from the perspective of the generations. We must adjust our strategy considering today's changing culture. We will begin to stabilize our profit and loss while designing a new way of stewarding the generosity of our congregation.

The following are recommendations from this team:

1. Currently, 80% of our cash is designated as restricted. Access to all cash for general operations is critical to implement our Vision, Mission, and Values. **We recommend restructuring our budget to remove the restricted status of those funds** so we do not significantly limit our ministries' activities. Because we respect the wishes of our donors, we will make sure all efforts are made to contact the known donors and allow the congregation time to respond to a sunset date for these funds.
2. **Offerings and gifts will all be used for budgetary priorities.** For example, if someone has been sending in money for a specific purpose such as stained glass, we will no longer take those types of donations and would ask that we use the money for our operations which would include maintenance of the stained glass when needed. The goal is that offerings and gifts be used for the following:
  - a. Facilities and Equipment
  - b. Staff and Administration
  - c. Youth and Education
  - d. Ministries (Inward/Outward)
3. We understand giving to a specific ministry to fulfill a member's "cup" is also important. Therefore, we suggest **implementing scheduled times to give to a variety of special giving opportunities throughout the year.**
4. **The Stewardship Committee runs all year round and needs to recruit more members** to successfully implement a generosity plan for Calvary Lutheran Church. This is a change from the current annual Fall campaign.