

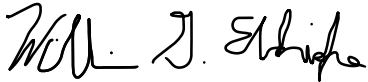
**Calvary Lutheran Church (CLC)  
Council Meeting Minutes  
November 14, 2023**

Council meeting called to order at 5:05 pm

- I. Devotion: Jess Gromer provided a devotion about forgiveness from Jeremiah Ch 31.
- II. Quorum: At 5:05 pm members present were Jess Gromer, Bill Eldridge, Kerk Kerkenbush, Nancy May, Gina Nelson, and Mark Massa. Dan Kuecker arrived at about 5:20 pm. Staff present were Pastor Randy Fett and Deacon Tom Martin. Kody Bybee arrived about 5:45 pm. Sara Odden and Troy Kilpatrick were not present.
- III. Approve minutes: Council meeting minutes from October 10, 2023, were provided for review. Motion to approve minutes by Massa was seconded and adopted by vote of 6 “yes” and 0 “no.”
- IV. Reports.
  - a. Rostered leaders: Pastor Fett discussed Christmas Eve services and with council input decided that on Sunday, December 24, services will be at 4:00, 6:00, and 9:00 pm—no service at 09:30 am (and no internet streaming for that morning). Stewardship received giving pledges for 2024 from 115 households for about \$350,000 (2023 pledges were from 134 households for about \$378,000). The church welcomed 5 families (13 people) as new members. A book club, a Parkinson’s disease support group, and an Empower Education dance were approved by Pastor Fett with council input to use the church. Deacon Martin reported that the high school youth group and kin ministries were both doing well..
  - b. Committee reports: Committee reports included personnel committee (still in formation), Calvary in Action (no significant updates), Congregational Care (West Hills is doing well), education (Confirmations Sunday was well attended and went well), endowment (no recent meetings, activity on hold), nominating (received interest from 2 people to serve on council in the upcoming vacant positions), stewardship (Pastor Fett provided an update in his report), and worship/music (no updates).
  - c. Executive Council: Gromer summarized the November 7, 2023 (5:00 pm), Executive Council meeting that included reviewing the agenda for the next Council meeting, a 2024 budget update and review by Bybee, discussion of personnel issues, council nominations to fill upcoming vacancies, and Christmas Eve service schedule.
  - d. Financial report: Bybee provided a report of church finances. October giving was about \$5,000 above expenses. The church received \$15,000 from the city for the land acquired for the road expansion project.
- V. Old Business.
  - a. Annual meeting structure will be discussed in upcoming Council meetings and the agenda for the meeting (including the budget) will be discussed at services and available prior to the meeting. 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: a new account will be opened prior to shutting down the old account. The new account will be opened by Eldridge and Bybee in the coming weeks.
  - c. 75th Anniversary. Eldridge presented a summary of the committee meeting on October 26 led by Cheryl Chapman. The date for the anniversary was set for Sunday October 20, 2024, in the afternoon after service. Entertainment, memory/cookbook, and the schedule for the day were discussed. Listening sessions will be scheduled for church members to provide input.

- VI. New Business.
- a. A budget sub-committee of Gromer, Kuecker, Kerkenbush, and Massa (Nelson will be a substitute) will meet on November 29 at 5:15 pm to finalize budget inputs.
  - b. Council entered Executive Session to discuss personnel issues and budget considerations at 6:09 pm.
  - c. Council ended Executive Session at about 6:55 pm.
    - i. A motion by Eldridge to approve Pastor Fett to contact a temporary employment agency for a bookkeeper/accountant for the church starting as soon as possible was seconded and approved by a vote of 7 “yes” and 0 “no”.
    - ii. A motion by Eldridge to begin the process to fill the position of church financial manager to be relinquished by Kody Bybee no later than December 31, 2023, was seconded and approved by a vote of 7 “yes” and 0 “no”.
- VII. Next Meeting: The next regular Council meeting will be December 12, 2023, at 5:00 pm at CLC.
- VIII. Adjournment: A motion to adjourn by Massa at 7:04 pm was seconded and approved by vote of 7 “yes” and 0 “no”.

Respectfully Submitted,

A handwritten signature in black ink that reads "Bill J. Eldridge". The signature is written in a cursive, flowing style.

Bill Eldridge, Secretary