

**Calvary Lutheran Church
Council Meeting Notes
October 15th, 2024**

Meeting called to order 5:01

Members Present; Jessica Gromer, Joey Younie, Sara Odden, Julie Richter, Gina Nelson, Dan Kueker, and Troy Kilpatrick. Members absent Martin Kerkenbush and Mark Massa (excused).

Staff Present – Interim Pastor Randy Fett, Deacon Tom Martin, and Tammy Singaas.

Additional Guests; Dennis Thompson and Malcolm Chapman as representatives to the ELCA Synod.

1. **Devotion** – Pastor Randy filled in for Mark who was excused due to a family funeral.
2. **Approval of Agenda** – approved by consensus
3. **Approval of minutes** - No Quorum at the September Meeting led to the following actions. August Minutes were approved, Motion Sara, and 2nd by Julie, approved unanimously. September due to no quorum, will not have official meeting notes.
4. **Reports – Rostered Leaders** – As Guests from the Synod Dennis Thompson and Malcom Chapman provided the Council with history of Calvary’s support of the Synod and requested that as we move forward in the coming months with new budgets that Calvary consider increasing its support with a target of getting back to prior support levels that existed 3 years ago. Currently the budget calls for support of \$10,000 in 2024. It was discussed during this time the opportunity of continuing to adjust the giving level in 2025 to \$20,000. This would still leave a gap between where we were previously with a high contribution level of \$45,000 annually. This item will be addressed and fit into additional Budget conversations that occurred later in the Council Meeting. The final amount to the Synod was requested to come in the form of a letter of intent in January.

Pastor Randy talked of the approaching 75th Anniversary Celebration (Sunday, October 20th) and requested more volunteers to assist with the service.

In addition, Pastor Randy provided copies to each member of Council, of job description for each member of the staff. This represents a large effort regarding sitting down with each team member and walking through responsibilities and duties.

Deacon Tom didn’t have a formal report but did touch on the progress of the Visitation program. He has 2 volunteers in training who he hopes will allow Calvary to expand the number of visits around our area in the future.

Tom also shared that the Youth area is alive and vibrant and active. Good Things.

Tammy (Accounting Manager) – 1st Tammy reviewed where we stand YTD. A short summary of our positions. YTD Incomes were over the previous year by \$57,007 (over 10% compared to the year prior). Expenses are down to year prior by (\$31,644 or 5%). Combing Income to Expense year to date we stand at \$581,043 in Income and \$594,203 in Expense leaving us short of break-even (\$13,160 or 2.2%).

Tammy then Presented a first draft of the 2025 Budget. Multiple items took on extended conversations. Pastor Randy advocated for a salary payroll that represented the use of ELCA Benchmarks for tenures and proposals based on the fair treatment of hourly wages for similar and like positions. Ultimately the Council agrees with Pastor Randy. Also agreed that we must make sure we have the appropriate amount of dollars set aside in this category to provide for our team through 2025. Additional areas of discussion surrounded the amount of dollars needed in Income to support requests from the Synod and a recommendation from the Finance Committee to restore dollars in our MIF Fund (an emergency fund utilized this year to facilitate roof repairs). There is still work ahead and challenges to do everything we need.

5. Committee Reports

Personnel and HR – Pastor Randy - See Rostered Report of Pastor Randy's efforts with Job Descriptions.

Education – Dan – Education Leaders satisfied with content. Some behavioral issues have been a topic of conversation. Recently after setting some standards students are being better behaved in general.

Endowment Committee – Julie – Next Meeting October 29th.

Nominating Committee – Jessica -The committee has found 4 candidates for the Council, they are Jayne Kraemer, Rodney Price, Cindy Kinzley, and Zach Finley. Committee reported that the following members are interested in Synod representation positions, Bill Eldridge, Julie Richter, Cindy Kinzley, Jennifer Rouse, Steve Helmers, and Jo Prang. Confirmation of the total number of members needed to still occur.

Generosity/Stewardship – Troy – an annual overview of activities for the Committee was presented in draft form by Troy. The overall reception was positive. It's a working document. Calvary will be participating in "Giving Tuesday" (1st Tuesday after Thanksgiving) as new efforts in receiving fiscal support for the Church.

Call Committee – No update provided.

Motion to adjourn was made by Sara, Seconded by Julie – unanimously approved.

Next Meeting: November 19th , 2024 at 5:00 CLC