

Calvary Lutheran Church (CLC)
Council Meeting Minutes
April 16th, 2024

Meeting called to order 5:12

Members present; Jessica Gromer, Joey Younie, Sara Odden, Mark Massa, Dan Kueker, Gina Nelson, and Troy Kilpatrick. Julie Richter attended via Zoom.

Member Absent; Martin Kerkenbush

Staff present; Interim Pastor Randy Fett, Deacon Tom Martin, and Business Manager Erika Uecker

1. **Devotion** – Provided by Deacon Tom Martin – “Do Not Fear in the Face of Change”. Addressing the feelings of how change is everywhere but not in God.
2. **Quorum** – Was established.
3. **Approval of Agenda** – Approved by Consensus
4. **Approval of 3.19.24 Council Minutes** – Motion for acceptance by Julie Richter and 2nd by Gina Nelson. Approved unanimously.
5. **Reports** –
 - a. **Finance and Monthly Financials** – Final reports were presented by Erika Uecker for both months ending in February and March. Calvary through the 1st Quarter of the year recorded total income of \$206,713.94. Down slightly to year prior. Expenses at the same time this year have totaled \$196,578.45. Down \$25,590.64 to year prior. This leaves a positive operational balance of \$10,578.45 for the Quarter. Some questions were posed to Erika about variances to budget in Building Expenses and Administration Expense, Erika is still in the process of adding the Budget for 2024 into the business system so more clarification will come when completed. The council accepted the reports as presented by Consensus.
6. **Rostered Leader Report – Pastor Randy** – Randy confirmed the Call Committee process to be managed later in the Meeting then provided additional details on employment needs on staff. HR/Personnel are close to completion of staff job description template. Current openings include Contemporary Worship Director with HR working on job description and hours needed. Additional changes include Deb Martin retiring from Children’s Music Director and Karla Mitzel providing notice of resignation for the Hospitality Coordinator position. Pastor Randy indicated that changes provide the opportunity to think through the Hospitality role and perhaps consider other arrangements such as contracted caterers managing needs of rentals. More to come forward as this process moves forward. Wednesday meals this fall may require a different management approach. Lastly Kellie Meissner, who was assisting in confirmation will be stepping away from this role to focus on her original role of Communications and Family Outreach. A new confirmation leader will be needed this fall. Special thanks to Kellie for all her efforts this year in Confirmation!
 - b. **Deacon Tom** – New support groups are going well (Parkinson’s and Caregivers) plus a new volunteer “Grass Roots” opportunity for reading to members who are having vision issues. Tom continues to support outreach opportunities of visiting both Monument Hospital and Nursing homes. Tom provided information on a successful completion of Teen Group retreat and that plans have been made to fly to New Orleans this summer for the 2024 ELCA Youth Gathering.
7. **Committee Reports** –

HR/Personnel – Refer to Pastor Randy’s Rostered Report

Education – Dan – A wrap up was conducted by all the leaders and it was agreed that the lower-level classes all went well. Discussion was centered on Confirmation and the type of educational curriculum to include for the coming fall. Dan provided that on June 19th there would be a meeting to help prepare for fall and kickoff of educational programming beginning September 8th. Dan also wanted to recognize the volunteer efforts of Lori Watson in the Library for her efforts and discussion will occur as to whether additional support should be provided in this area.

Endowment – Julie – No report but efforts to be made to gather and build a plan.

Stewardship – Troy - No report – Pastor Randy offered to meet with Troy and create plan moving forward.

CLC Transition Team – Joey - Moving well, next meeting on April 28th.

8. **Old Business** –

Synod Assembly – 6 Members planning on being in attendance. No other report.

75th Anniversary – Upcoming past Pastors will be offering their words on the second Sundays in the summer months. June 14th Pastor Ben Sendin will broadcast his message to the congregation. Additional special speakers are lined up for future months.

EmpowerEd – Their Board of Directors have not made a final decision as to whether they will extend the partnership through next year.

9. **New Business** –

Call Committee – Pastor Randy explained that the Council would elect the Call Committee members with a minimum of 6, up to 9 congregational members. The Calvary By-Laws were referred to in this discussion to ensure interpretation. Additional discussion points for Council consideration were identifying congregational members with the different generations of pastors who have served Calvary.

Pastor Randy – took time to describe to the Council what he saw as the needs of Calvary moving forward from their leader, A leader with expertise in handling staff. An experienced fund raiser. Someone with strong preaching skills and energy. Finally, a Leader who understands this is a Big Church and the components of leadership required for such a challenge. Pastor Randy clarified that members of the Call Committee would receive training from himself and the Synod in the coming few weeks once the Committee was determined.

The Council moved to **Executive Session** to develop the Call Committee candidate list.

Executive Leadership – It was agreed through Council consensus the final list of candidates. Time was invested in developing a balanced team of Men and Women to ensure a full view of all the potential candidates.

Jessica Gromer and Joey Younie accepted the responsibility of calling and inviting members to the committee.

Action Item - Once 6 positions as designed are filed the Council will approve the Call Committee.

Motion to adjourn was made by Sara Odden and 2nd by Gina Nelson – Approved Unanimously