

**Calvary Lutheran Church
Council Meeting Minutes
August 20th, 2024**

Meeting called to order 5:02

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

Staff present, Interim Paster Randy Fett and Deacon Tom Martin

1. **Devotion** – Provided by Dan, referencing Guidelines Ministry. Aligned with transitions, pastor Randy’s retirement and how they are not easy. Transitions are always filled with both nostalgia and fear which make the passage difficult. Paul referenced transition in Acts 19:21-22. Part of which is the statement of “Now after these things are finished”
2. **Approval of Agenda** – Motion Martin, 2nd Dan – Approved unanimously
3. **Approval of Minutes from July 7.16.24** – Motion Mark, 2nd Joey – Approved unanimously
4. **Reports** –
 - a. **Financials** – The new formatting is now in full effect. It is planned in the next few months to add more comparable columns (Budget as example) to help review financial performance. Our net operational number is now standing at (\$25,992) below the breakeven point. Both Revenues and Expenses are trending in positive directions year to date. Revenues are up over the prior year by \$18,105 and Expenses are down to year prior by (\$39,530). Discussion occurred as to the amount of MIF dollars that have been utilized in this fiscal year to assist in the upkeep of the facility. The Council has requested that the Finance Committee establish a target reserve for the MIF as we move forward in restoring the fund. A previous online vote to purchase a new oven was discussed and it was agreed it should be reflected in the minutes, this is the recording of such motion and its passage.
 - b. **Pastor Randy** – His new interim contract extension through December 31st was ratified by the Council reflecting a prior positive online vote. As both a requested item from Council and as we prepare for new leadership Pastor Randy provided an outline of duties for a Lead Pastor, an Associate Pastor, and a Deacon. An additional attachment is included for reference. It was suggested and agreed that this outline be shared with the Call Committee. Additionally in managing duties to these outlines it was agreed to contract Jay Monger to handle the Milestones efforts this Fall. Additionally, Pastor Randy shared concerns from the Call Committee as to the lack of candidates for the Lead Pastor position. He encouraged the Council to increase its engagement in the recruiting process but to also work through the Call Committee.
 - c. **Deacon Tom** – Tom provided both a recap and forward-looking comments. Kin Ministry which was begun in January of 2024 has been routinely attracting 7 -10 members weekly. High School Youths registered to date include a count of 25, last year we averaged 30 so Tom is confident we will exceed those numbers. He

is hard at work freshening up weekly programming. Tom recapped the Winter Retreat in March and plans to again return in 2025. Lastly recapped the Summer Youth Gathering in New Orleans (this occurs every 3 years).

d. Committee Reports

Personnel and HR – Pastor Randy - Johnny Sundby and Mark Van Alstyne will be working with the music programs. Previously noted the contracting of Jay Monger

Education – Dan – Gearing up and getting ready to go for in September.

Endowment Committee – Julie – Discussion on moving forward with the Giving Tree in the front lobby. They will be drafting a gift policy and setting up a formal request format for agencies requesting support.

Nominating Committee – Jess - Confirmed the need to find 4 new Council members for 2025 replacing Jessica, Martin, Dan, and Mark.

Generosity/Stewardship – Troy – Discussion on timing and the alignment of our Fall Annual campaign to tie together with 75th Anniversary efforts. It was agreed through discussion that our efforts would benefit from this alignment. Troy attended the 75th Committee Meeting to provide insights into this activity and is working with both Pastor Randy and Kellie Meissner on the creation of the materials to match our October Anniversary Celebration. The next Generosity Committee Meeting will be Monday, September 9th at 5:00.

Worship/Music – Gina – A meeting was set for Wednesday, August 21st.

5. Old Business

- a. **75th Anniversary** – Decision was made to have no church on Saturday, October 19th. This aligns with the more significant celebration on Sunday, October 20th.
- b. **Call Committee** – Discussion again as to the lack of candidates for the Committee. **ACTION ITEM** – Jessica is requesting that each Council Member provide one candidate for Jon Johnson. His email jjadvisor19@gmail.com.

6. New Business

- a. **ELCA Youth Gathering Update and Discussion** – Concerns were raised about some of the approved presentations and programming. A theme of “Disruptive” social change was presented in a forward fashion. Some of these programs tested our Adult Guides in providing leadership to the youth. It was managed but it was also felt that a heads-up would have been beneficial. Post-conference feedback was provided to the organizers addressing this content. Tom noted that leadership would be changing, and he wondered if that might make a difference in the next experiences. It was also noted that some churches have already decided not to attend future conferences due to this experience. We will take a wait and see approach as the next conference will be in Minneapolis in 2027.

Motion to adjourn made by Gina, and Martin 2nd. Passed unanimously.

Next Meeting September 17th, 2024, 5:00 pm at CLC