

Calvary Lutheran Church (CLC)
Council Meeting Minutes
March 19th, 2024

Meeting called to order at 5:07

Members present; Jessica Gromer, Julie Richter, Sara Odden, Martin Kerkenbush, Joey Younie, and Troy Kilpatrick

Members Absent; Gina Nelson (Sick), Dan Kueker and Mark Massa

Staff present; Interim Pastor Randy Fett and Deacon Tom Martin

1. **Devotion** – Provided by Troy – Ephesians Chapter 4, Verses 11-16 – As it relates to Leadership within the Church.
2. **Quorum** – Was established and per Calvary Guidelines a Quorum is defined as a majority of the Church Council including the Senior and or Interim Pastor being present.
3. **Approval of Agenda** – Approved by Consensus
4. **Approval of 2.20.24 Council Minutes** – Approved with amendment to add “Procedural” to Audit recommendations in Finance. Motion made by Sara and 2nd by Kerk – Motion Approved Unanimously.
5. **Reports** –
 - a. **Finance and Monthly Financials** – Presented by Pastor Randy. 2023 Recap was provided and final totals for both Incomes and Expenses are now set. Calvary finished the operating year in the black exceeding breakeven point by \$48,235. January of 2024 has been completed and Incomes came in at \$74,881 with Expenses totaling \$61,540. Exceeding breakeven by \$13,341. February totals were incomplete on the date of this meeting. The Finance Committee will be making recommendations to the Council on the handling of a variety of funds currently recognized in both Organ and General fund categories.
6. **Rostered Leader Report – Pastor Randy** – in the 2.20.24 Council Meeting Pastor Randy provided details of his **Listening Posts** previously conducted with Congregation members. Discussion by all regarding the presentation of this information to the Congregation occurred. Council members agreed that it was challenging to read through the notes and track specific comments. Council Member Joey took the information a step further and proposed a Dashboard presentation capturing the highlighted themes and a streamlined comment table to assist in the understanding. It was agreed by Consensus discussion that this was the recommendation to Pastor Randy for presentation to the congregation. It was also agreed that if any member wanted to review the full notes that these could be reviewed within Calvary offices upon request. Pastor Randy also brought to discussion the **staffing intent** of the Council. Previously a Co-Pastor structure was in place and still was how the Synod viewed us. Through roundtable discussion and with consideration to multiple designs of leadership it was agreed that Council favored a Senior/Executive/Lead Pastor structure. It was determined through discussion and recommendation from Pastor Randy that a 3-person leadership team would be necessary at a minimum to accomplish all our current needs for the Congregation. Agreement was reached through Consensus to move forward.
ACTION ITEM – Pastor Randy asked each Council member to bring 2 to 3 names of individuals who could serve on the Call Committee. Ideally, we would then have a larger list of potential committee members that could then be brought down to a smaller operating

number of 6 members (with consideration to review Church By-Laws). In closing Randy reminded Council that his interim position is already down to his final 4 months, and he asked for direction as to what we would like to see him accomplish with remaining time.

- b. **Deacon Tom** – Discussion about transportation for our Youth and Chaperones going to New Orleans this summer. Tom is investigating the opportunity to, for less money, fly our group versus renting a bus for the trip. The advantages of travel time and ultimately the possibility to do this for less money is the thought process. Tom continues to meet monthly with all involved (Students and parents). He also reported his excitement to the coming Winter Retreat for the group upcoming on the weekend of March 23rd. Lastly Tom touched on the ongoing challenges of Volunteer Recruitment and will be launching in the coming months a laminated volunteer job recruitment strategy.

7. Committee Reports

HR/Personnel – Committee is continuing to meet with the goal of creating a common job description template that would apply to all staff members in addition to their specific duties. Current staff are also contributing their vision of both common responsibilities and position specific responsibilities.

Education – Dan - No Report

Finance – Kerk – Included report on Old Business of Wells Fargo account. It appears Ericka has access, still checking on additional access.

Stewardship – No Report

CLC Transition Team – Joey – They have recently met, and assessments have been made. They are working on the needs of the church and reviewing/beginning with both Vision and Mission statements. Pastor Randy commented that the team is working fast and creating good work.

Stewardship – Troy – No Report

Worship/Music – Gina – No Report

8. Old Business –

Synod Assembly -4 Members have committed to attendance plus Deacon Tom. We can still add 4 more members and follow-up is in process for nominees who have not responded.

75th Anniversary – Committee has Brunch upcoming on Sunday, March 24th. They are working on a booklet about the history of the church. Additionally, have received commitments from past Pastors to provide guest sermons throughout the year. They also hope to create a special musical event (details still be worked on).

Security Cameras – Previously the Executive Committee had made a recommendation to the Council to accept the bid from Golden West. This bid accomplished 2 things (lowest price and preferred contractor). Official approval was requested via Electronic Vote by Council Chair Jessica Gromer and was approved through email votes on March 6th, 2024.

Rental Contract – Empower Education. Pastor Randy and the lead representative from Empowered met and discussed the current rate structure with an eye towards Calvary future rate tables. As current partners we have offered them the opportunity to present what they believe is a reasonable rate in a potential future agreement. Pastor Randy is awaiting Empowers Board's thoughts in the process.

9. New Business –

Chancel Arrangement – Previously as reviewed in Executive Council the Alter Committee had proposed a revised front of Church arrangement to Pastor Randy

for consideration. In this dialogue with Pastor Randy, it was recommended to include Al in the conversations about potential placement of the Organ and Piano. This brought to resolution the following trial to be tested: Removal of elevated musical performance staging. Alignment of Puppet presentation space to Front/Left. Organ moving up to second level and piano positioned sideways with Al able to see Congregation and performers. Consensus was reached in discussion to trial test this Chancel Arrangement.

Motion to adjourn was made by Julie and 2nd by Joey – Approved Unanimously.