**Unapproved Council Minutes February 22, 2021**

**Members present:** Pastor Hans, Angie Larson Executive Minister, Katie Rentschler, Bruce Luehmann, Deb Dittberner, Marc Sugden, Tyler Geyen, Jana Berndt, Kathy Hungness, Frank Peterson, Lukas Gotto, and Jennifer Rentz

The meeting was called to order at **6:02 p.m**.by President Jana Berndt. No additions were made to the agenda.

**Mission shout outs and wins:** were shared; Calvary has been busy with packing 2500 backpack attack food bags, 4 more baptisms this last Sunday, and building tours. Angie was approached by a hockey family who wants to join Calvary and have their children baptized. Preschool has only 4 spots left for next year. Valentine’s Day program was a success with 130 Valentine crates sent out to couples. Calvary sponsored 10 kids to participate in the Cool School Plunge. Partner Network has many churches reaching out to them. Currently 8 churches are using our material and 7 churches have inquired about the network and the resources available. Frank shared he would like us back in person. We are thankful for Dr. Deb and all the education she has given us regarding vaccinations and Covid 19.

**Strengthening Our Mission and Vision for Ministry**

**Devotions and moment of learning:** was led by Pastor Hans. Pastor Hans asked, “How do we measure success moving forward? We discussed and reviewed two articles, “5 Reasons Why Engagement is The New Church Attendance” by Carey Nieuwhof and “Why Churches Are Feeling Stuck” by Pastor Hans Dahl. The devotion led by Pastor Hans was based on the story of Moses leading the Israelites thru the Red Sea, into the wilderness, and to the Promise land. The plan is to develop a dashboard to measure our success; are we carrying out the mission of our church? Pastor Hans led us in prayer.

**Strategic Priorities:**

**Council agenda changes**: decision was made going forward to move the strategic priorities to the top of the agenda.

**In Person Council Meeting**was discussed. Decision was made to have the March church council meeting at the church adhering to Covid 19 guidelines; masks, social distancing, etc.

**Reactions to Calvary’s In-Person Re-Gathering Plan:** People are excited to hear that a date has been set to reopen and others feel it’s not soon enough. Pastor Hans has spoken to pastors of churches that have reopened and explained those churches in-depth re-opening protocols. Pastor Hans shared locally and across the nation only 10-40% of pre Covid church attendees are returning to the church.

**Calvary’s Re-Gathering Plan:** *February* - building tours and service events; *March -* connect groups with building reservation required, *April* – office hours resume and a service event (Meals from the Heart) occurring, *May* - volunteer recruitment event and rally for 200 volunteers (needed for worship, VBS, and building hospitality), and *Memorial Day May 30* - relaunch in-person Worship

**In-Person Restrictions?** *Worship at Church* current MDH guidelines can have up to 250 in attendance, masks required, so what will that look like for Calvary? *Worship at the Lake* current MDH guidelines state up to 250 at the gathering, masks are highly recommended. Council discussed the pros and cons on masks vs no masks and how do we enforce the rules we establish? Decision was made to continue to discuss the re-opening both at church and at the lake at our next council meeting. The council felt it is too early yet to establish specific rules/protocols but will continue to follow changes to MDH guidelines if and when they are updated. Calvary will be meeting with Luther Crest soon to discuss Luther Crests protocols. *Summer Programming* –Houseboat, VBS, Connect groups; we did not discuss the specifics of these with the exception of connect groups meeting in the church in March. Reservations have to be made and masks are required. Frank would like the men’s group to meet soon. K. Rentschler reminded us of the current MDH Covid guidelines that state only 10 can gather in a small group at the church. Pastor Hans will discuss the men’s group with Frank per a phone call.

**2021-2022 Priorities:** *Kid and student Ministry -* Joanna has returned from her maternity leave and will now be in a support role of the Next Generation Ministries (same as kid and student ministry but name change reflects not only the students but parents in carrying out the faith journey and the importance of the next generation for our church). Angie has met with Rick Heltne to search for a Next Generation Minister. A team is being developed (Calvary members) to help aid this search. *Online Church/Digital Ministry -* Pastor Hans explained that the online ministry we currently have will not change. Pastor Hans and Angie will still do the message and the musicians will remain the same. This person will do a lot of the connection/engagement of the online participants, will be the host on Sunday morning, and the caring minister of online ministry. Being an ordained minister is not a requirement for this position. *Partner Church Network -* this person would be the connection with the churches in the Network. This position is fully funded by the Lilly grant; this person will also seek out congregations to join the network. The Partner Church Network is in the process of establishing a program and an advisory board. M. Sugden represents Calvary on the Network Advisory Board. All three of the above positions are posted on the Calvary Lutheran website.

**Supporting Our Mission and Vision**

**Consent agenda:** **A motion was made by F. Peterson, seconded by M. Sugden, and carried to approve the Consent Agenda.** This consisted of fund approvals (there were none), the minutes of the January meeting, and staff reports.

**Treasurer’s Report:**

**January financials:** were shared by Bruce. General Fund Worship Income was down $27,000 from one year ago. Some of this is due to not being physically in church, no loose offering, and some parishioners annual giving took place in January 2020 last year and this year their annual giving went in in February of 2021 instead of January. Our Total General Fund Income for the month of January is up 11% of our Total General Fund monthly budget. $6000 from the other income line is reimbursement for the Partner Church Network. Total General Fund Expenses are $4,000 higher than last year this is due to increased heating, with mailing of the annual report, and $6,000 for Partner Church Network. Looking ahead February financials are looking good; we should be back on track and expenses will be less. We still have around $275, 000 -$290,000 to be paid out on the Building Project. $236,000 retainage goes to Innovative and around $40,000 for sound and technical bills. The loans right now are at approximately $3.9 million and will grow close to the $4.1 million range. The good news is the PPP loan has been forgiven and will come off the balance sheet. We did not qualify for the 2nd PPP loan. **A motion was made by J. Rentz, seconded by L. Gotto, and carried to approve the January financials.**

**Hiring update on Accounting Assistant:** this will be a part time position. Job description and posting is on the Calvary Website. There have been many applicants.

**Old Business:**

**Building Project Timeline and Expenses:** there is under $300,000 in closing out expenses. Unfortunately we have a problem with the HVAC in the new worship area. The system does not meet noise specifications; in the meantime a thermostat was installed to shut the system off while recording is taking place. This is not a long term solution. Last week a meeting was held with JLG, Innovative, ORB, Ellingsons, and Design Tree. The purpose was to identify and resolve the problem. JLG will continue to work on this issue.

**Annual Report and Annual Meeting (June 6)** Annual report was mailed out, a couple questions have been raised; why all the hires and how are we going to pay for the remaining debt on the building project? Both of these concerns will be addressed at the annual meeting in June. K. Rentschler stated the FAQ sheet given to people on the building tour addresses the remaining debt payment on the building loan. K. Rentschler will email council the FAQ sheet.

**New Business:**

**Strategic Priorities:** will continue our discussion of re-opening the church at our next council meeting. Hoping for qualified candidates to hire for all the job positions and move forward with the search for the Next Generation Minister with a hire date prior to fall.

**Top Three Takeaways:** 1. Re-opening plan discussed. 2. Meals from the Heart will occur on 4/18/2021. 3. Leadership team is growing as well as Calvary’s outreach.

**SENT OUT TO SERVE**

**Leadership Dates:** Next meeting is 6:00 p.m. on March 15, 2021 in the Lookout Room at Calvary Lutheran Church.

**Prayer and Adjournment:** A. Larson, Executive Minister led us in prayer. The meeting adjourned at 7:48 p.m.