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**Unapproved Council Minutes March 15, 2021**

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

**Members Absent:** Angie Larson Executive Minister and Bruce Luehmann

The meeting was called to order at **6:09 p.m**.by President Jana Berndt. No additions were made to the agenda.

**Mission shout outs and wins** : some connect groups have met in the church, building tours have occurred, Meals from the Heart will be happening soon, instead of 50,000 meals we will be doing 100,000 meals thanks to a very generous donor paying for the other 50,000 meals. Shout out to Lukas for organizing the Cool School Plunge which raised $46,000. The first kid connect groups have met in the church and we have an additional new drummer in the Calvary band.

**Strengthening Our Mission and Vision for Ministry**

**Devotions and moment of learning:** led by Pastor Hans. Devotion was a discussion on disruptions not only what we have experienced with the pandemic but also the biblical stories of disruption. Our moment of learning was based on the article, “5 Critical Mistakes Church Leaders Should Avoid In the Post-Covid World” by Carey Nieuwhof. We discussed each of these 5 mistakes and how they may or may not affect Calvary post pandemic. What changes have we seen during the pandemic in our church, our working lives, and families? What changes will remain? How do we navigate life after this disruption? Pastor Hans led us in prayer.

**Strategic Priorities:**

**Reopening/Latest Covid Guidance:** D. Dittberner shared the newest Covid-19 updates from the MDH. Douglas County has done well with the number of vaccinations given. D. Dittberner encouraged us to promote Covid-19 vaccination to all our friends and family to reach herd immunity.

**2021-2022 Priorities**: J. Berndt reiterated our priorities; Kid and Student Ministry (Next Gen), Online Church, and Partner Church Network.

**Hiring Strategy:** Calvary *Partner Network* has been very busy. The goal was to have partnered with 20 congregations by the end of the five year grant period. Already the Partner Church Network is working with 20 congregations. Due to the extreme need/interest and added work load, it would be ideal to hire a full time Partner Network Administrator rather than part time. K. Rentschler, B. Luehmann, and Pastor Hans spoke with the Lilly Foundation regarding reallocating grant dollars. The Partner Network was informed they can submit a budget revision to Lilly to reallocate grant dollars to support a fulltime Network Administrator. **A motion was made by D. Dittberner, seconded by T. Geyen, and carried to submit a budget revision to Lilly and approve reallocating the Lilly grant dollars (with no monies coming from Calvary Lutheran) to hire a full time Partner Network Administrator**. *Digital Ministry* continues to be discussed. It was decided to take down the job posting for this position and continue with our current digital ministry. We will keep the digital ministry conversation ongoing and on the monthly council agenda*. Next Gen Minister/Kids & Student Ministry* hire continues to be moving forward. Rick Heltne is working with us. A search team of Calvary members has been formed to assist. *Accounting Assistant* hire continues to move forward. This is a 10 hour per week position. K. Rentschler completed the first round of interviews last week*. Facility Manager* position is posted. This is a full time position which will entail not only cleaning of the building but also maintenance. K. Rentschler is pleased with the applicants she has received with interviews ensuing.

**Calvary’s Re-Gathering Plan:** as follows; *February* was tours and Backpack Attack service event, *March* connect groups can meet in the church, *April* office hours resume and Meals from the Heart service event, *May* volunteer recruitment event, *Memorial Day May 30* re-launch In- person Worship.

**Communication Strategy**: *In-person Worship* has been communicated during online church, social media, and on our website. What other ways should we communicate this? The annual Easter letter will be sent out soon and will include a notice of the re-launch of In-person Worship. Calvary will be meeting with Luther Crest soon to continue the discussion of what Calvary at the Lake will look like (social distancing, brunch, etc.). Calvary will continue to look at other venues that are allowing larger crowds, what is working or not working and adopt those practices if appropriate. In-person Worship at Calvary at the church proper will probably be fashioned after what Calvary is currently doing at West Moe (masks, every other pew, sit with family members, no food and drink, etc.). Many of these details will be finalized in the upcoming weeks. *Volunteers* will be recruited. We will need 200 to help with summer ministry, VBS, and hospitality at the church. More will be communicated about the volunteer recruitment soon. With all the hiring at Calvary we will communicate this in the Easter letter as well. The job positions are on the Calvary website.

**Supporting Our Mission and Vision:**

**Consent Agenda:** **Motion was made by D. Dittberner, seconded by J. Rentz, and carried to approve the Consent Agenda.** This consisted of fund approvals (there were none), the minutes of the February meeting, and the staff reports.

**Treasurer’s Report:**

**February financials** were reported by K. Rentschler in B. Luehmann’s absence. February was a strong month for Calvary financially. Our General Fund Worship Income for February was up over budget, as several people paid their general fund commitments in full for the year. This will be an outlier as we look at the coming months. Expenses were a little higher in two areas; Office Expense was higher due to issues with our copy machine. We had to use Insty Prints instead to copy our Annual Reports. The other expense category was higher as the first budgeted payment was made to Rick Heltne (search consultant) for the Next Gen Ministry position. We are above the Net General Fund Income YTD. Calvary Lutheran Preschool Net Income was positive this month thanks in part to the state giving grant monies to provide child care during the pandemic. The preschools fiscal year is September to August. The balance sheet shows the building and expansion loan at $3.9 million. Going forward the Building Fund giving will be shown quarterly. Also the balance sheet reflects the full payment of the Lilly Grant monies we received for the Calvary Partner Network. **A motion was made by K. Hungness, seconded by L. Gotto, and carried to approve the February financials.**

**Partner Church Network investment strategy** was discussed. Currently the monies are in a Money Market with a low interest rate. B. Luehmann has been researching the possibility of low risk investments to help these monies grow. Lilly Foundation approved low risk investing of the grant monies. **A motion was made by M. Sugden, seconded by T. Geyen, and carried to approve B. Luehmann, K. Rentschler, and Pastor Hans to further research investment options and present back to council for approval the best** **investment option for the Lilly grant monies.**

**Old Business:**

**Building Project Timeline & Expenses** there are a few items on the punch list still being worked on. We continue to work on resolving the HVAC system. Thanks to Orb for getting us to the next step*.*

**Annual Meeting** is scheduled for June 6 after Calvary at the Lake.

**Meals from the Heart** will take place on April 18. We need many volunteers. We need to raise $8,000 yet of the $26,000 to fund this service project.

**New Business:**

Technology at Calvary at the Lake was discussed. Having a large screen to project the words of scripture used in the message and songs would enhance our worship service. This screen would be utilized and benefit both Calvary and the Partner Church Network. It was discussed to use some of the reallocated Lilly grant dollars for the technology.

**Top Three Takeaways:**

1. Promote the opportunity for Covid-19 vaccinations. 2. Meals from the Heart will occur April 18. 3. Volunteer rally occurring for summer ministry beginning May 30, hospitality at the church, and VBS.

**Sent Out to Serve**

**Leadership Dates:** Next meeting is 6:00 p.m. on April 19 in the Lookout Room at Calvary Lutheran Church.

**Prayer and Adjournment:** Pastor Hans led us in the Lord’s Prayer. The meeting was adjourned at 7:46 p.m.