**Unapproved Council Minutes July 12, 2021**

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

**Members Absent:** Bruce Luehmann

The meeting was called to order at **6:01 p.m**. by President Jana Berndt. No changes were made to the agenda.

**Mission shout outs and wins:** A pastor and his family from the state of Virginia were traveling through Alexandria and came to Calvary at the Lake. Another family from Bemidji has been watching us online and traveled to Alexandria to attend Calvary at the Lake. 6 new families were welcomed to Calvary this weekend with a new visitor gift. Over the next two Sundays there will be 14 baptisms. Angie Larson was recently ordained as pastor. The high schoolers of Calvary just returned from a fun and successful houseboat trip on Rainy Lake. A new men’s connect group is up and running. Our attendance at church continues to be strong with ~ 500 at the lake and 150 at church this past Sunday. Online continues to be well viewed.

**STRENGTHENING OUR MISSION AND VISION FOR MINISTRY**

**Devotion and Learning:** Pastor Hans led us in prayer.

**Strategic Priorities:**

**Mission, Vision, Values, and Strategies conversation:** Pastor Hans, Pastor Angie, K. Rentschler, K. Dahl, J. Berndt, and K. Hungness recently had conversation with Dan and Lisa Malmstrom from North Point Professionals. They explained the services they could offer us to refine our mission, vision, values, and strategies. A statement of work contract from North Point Professionals was presented, reviewed, and discussed. North Point Professionals will: refine/ratify Calvary’s mission and vision for the next five years, refine/ratify Calvary’s strategic priorities to accomplish the vision and deliver value, refine/ratify Calvary’s values that resonate with Calvary’s constituency and develop a clear and effective communication plan for Calvary constituents. This will be accomplished in 3 facilitated group sessions with the Pastors, K. Dahl, K. Rentschler, B. Luehmann, church council (with the exception of J. Rentz she will be out of town), and a diverse group of 7 people from our congregation. Council generated a list of people that cover the life span beginning with young adult to participate in the 3 group sessions. The 3 group sessions will be held; August 16, September 13, and September 20. In addition NPP can help with the communications/marketing plan writing which we all agreed would be very important**. A motion was made by D. Dittberner, seconded by M. Sugden, and carried to approve $4800 for North Point Professionals consulting work.**

**2021-2022 Priorities*:*** *Kid & Student Ministry/Next Gen* is starting to look promising, see below. *Online Church* is going strong will continue to evaluate. *Partner Church Network* we continue to focus on this as well, see below.

**Hiring Strategies*:***  *Network Administrator:* A job offer was presented and accepted by one of the candidates. We will announce the Network Administrator to the congregation early August. *Digital Minister* position remains on pause. *Kid & Student Ministry/Next Gen*, there are currently two very promising candidates. Interviews will ensue. Cheryl Whitchurch has been hired as an interim Next Gen Ministry Support person. She comes with 30 years of teaching and congregational ministry experience. We are delighted she is part of the team.

**SUPPORTING OUR MISSION AND VISION**

**Consent agenda:** **Motion was made by L. Gotto, seconded by T. Geyen, and carried to approve the Consent Agenda.** The consent agenda consisted of the minutes of the June meeting, staff reports and fund approvals which there were none.

**Treasurer’s Report**

**June financials** was presented by K. Rentschler in B. Luehmann’s absence. Worship income is trending upward but still under budget. Year to date Total General Fund Income is 5% behind year to date Total General Fund Income budget. Year to date Total General Fund Expenses are 3% over year to date Total General Fund Expenses budget. Our Net General Fund Income is $45,000 behind year to date. The congregation however continues to be generous in their giving as another $63,000 in pledged building project monies was received this month. The Calvary Lutheran Preschool received its last Covid funding monies in June. On the balance sheet the Building Expansion loan #1 was reduced as Calvary made a $100,000 payment to this loan.

 **Mid-year review of financial health** shows worship income trending upward. We have $350,000 in reserve. We discussed four possible financial strategies to help the budget; stay the course, cut expenses, do an appeal, and hybrid (stay the course and hold off on hiring). The conclusion was to continue to monitor finances closely on a monthly basis, hold off hiring the digital minister, assistant kid &student ministry, and have staff be very vigilant about extraneous expenses. Council felt a part time office manager was necessary. A proposal will be developed for a part time office manager position**. A motion was made by D. Dittberner, seconded by K. Hungness, and carried to approve the June financials.**

**Old Business:**

**Building Project and Timeline:** HVAC system update will be installed after VBS.

**Future Worship schedule** was discussed. J. Berndt reported on the 3 meetings we had with the Saturday Worship people. Conclusion was they wanted an evening service, less liturgy, and familiar hymns played on the piano. Pastor Hans gave an overview of the fall church worship service schedule which begins after Labor Day weekend. On Sundays there will be an 8:30 traditional service in the sanctuary and a 10:30 modern worship in the new worship center. On Wednesday evenings there will be a 5:30 pm less liturgical traditional worship service in the sanctuary (in 6 months we will review the attendance of this service) and a 6:30 pm modern worship service in the new worship center. Staff is sending out a survey this week asking for input on scheduling for kid and student ministry for the preschool through 3rd grade. 4th grade and up will meet after the 6:30 pm service on Wednesday evenings. **A motion was made by T. Geyen, seconded by F. Peterson, and carried to approve the fall worship service schedule.**

**New Business:** **Partner Network Communication:** *talking points and communication methods* will be developed/assisted with NPP help. *Staff hire* will be communicated early August or as early as our congregational meeting on July 28th, 2021.

**Congregational Meeting***:* will be held on July 28. We will need 75 people for a quorum. *Letter of call:* The congregation needs to approve the execution of a letter of call to Angie Larson our Executive Pastor. *Update on the state of the church and Calvary’s strategic priorities:* will be presented by members of the council and treasurer. *Fall programming and worship schedule:* will be presented and reviewed.

**Top Three Takeaways**: 1. Fall programming/worship schedule has been set. 2. Partner Network offer made. 3. Love the energy we see and are feeling since we are back to in person worship.

**SENT OUT TO SERVE**

**Leadership Dates:** July 28 congregational meeting/ice cream social 6:30 p.m. at Calvary and August 16, 2021 6 p.m. council meeting at Calvary.

**Close in Prayer and Adjournment:** Pastor Hans led us in the Lords Prayer. The meeting was adjourned at 7:55 p.m.