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**Unapproved Council Minutes May 17, 2021**

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

**Members Absent:** Lukas Gotto, Kathy Hungness

The meeting was called to order at **6:04 p.m**.by President Jana Berndt. Covid-19 update moved to the top of the agenda and Calvary Network hiring moved to the last item on the agenda.

**Mission shout outs and wins:** First of two Calvary team Habitat Builds completed last Wednesday. Calvary Preschool is 100% full. The 3 year old class has a waiting list. They may consider adding another class. Men’s bible study resumes this Wednesday at 7:00 a. m. led by Joe Bridges. Quilters started today. 1st Communion for kids is starting with the first class this coming Sunday and the 1st Communion ceremony is May 30. Recently 18 students were confirmed at Calvary. The service was held in the new worship area. This past week Calvary officiated at 4 funerals. 130 people attended the May 2 Volunteer Rally at Calvary and another 70-80 volunteers have been recruited to volunteer.

**Strengthening Our Mission and Vision for Ministry**

**Re-opening Plan with Latest Covid Guidance:** Dr. D. Dittberner phoned in and explained the new Covid Guidelines released by the CDC/MDH. Currently 52% of 16+ years old are vaccinated in Douglas County. There are patients hospitalized locally with Covid; of those hospitalized with Covid none had been vaccinated. New guidelines: Fully vaccinated people do not need to mask. People 16 years of age or older who are immunocompromised, on chemotherapy, on immunosuppressive medications, or not vaccinated will need to be masked. Masks also need to be worn in health care facilities and mass transit. Vaccinations are now available for children 12 and over. Children 5-12 should be masked. Calvary will be following these guidelines. There will be self-policing only.

**Devotions and moment of learning:** led by Pastor Hans. Devotion was taken from Proverbs 29:25 and based on last Sundays sermon; “whose approval are you chasing”? An article by Carey Nieuwhof was read and discussed.

**Strategic Priorities:**

**2020-2021 Priorities:** *Kid & Student Ministry/Next Gen:* Joanna Green recently resigned. An exit interview was held. We thank her for her 3 years of service. *Online Church:* continues as we are currently doing. *Partner Church Network:* in the process of interviewing for the Calvary Partner Network Administrator.

**Hiring Strategy:** *Digital Minister:* Position remains on pause*. Next Gen Minister/Kid & Student Ministry:* The student ministry hiring team met (under Angie’s leadership) and developed a strategy for the hiring process. Search consultant, Rick Heltne prescreens possible candidates for the position prior to the team interviewing them. The team is hopeful they will have candidates soon for interviews. *Accounting Assistant:* Leta Rick has been hired and is a great addition to the team. K. Rentschler has been working with her. *Facility manager:* Kevin Kincade has been hired and is another asset to the Calvary team. He brings years of custodial as well as repairs/maintenance experience to this position. *Communications Specialist:* Kate Pelzel has recently been hired to fulfill this position. She brings graphic design and marketing talent to this position. We are excited to have her be part of the Calvary team. K. Dahl will be her supervisor in her new role as Director of Engagement. Please see Calvary’s organizational chart.

**Annual Meeting Agenda:** *Call to order* will be ledby Vice President T. Geyen in President J. Berndt’s absence. We anticipate the meeting starting around 11:15 a.m. *Welcome and prayer* will be led by Pastor Hans. *Quorum will be certified* by M. Sugden. We need 75 in attendance. Council members were asked to text five people reminding them of the annual meeting. *2020 Highlights* will be reviewed by council members. It was suggested to use our three visions: Worship, Connect, and Serve as our guide. Included will be stories and personal testimonies in these three areas. *Approval of Budget:* B. Luehmann will give an update on finance and budget with a motion of approval needed*. Endowment fund update* will be shared by P. Wilbur, chair of this committee. *Approve Council members* will be led by T. Geyen with a requested motion of approval. *Now is the Time building project* *update* will be presented by E. Larson and J. Sieling, Building Committee members. Overview of the financials of this project will be included. *Calvary Partner Network update* will be presented by M. Sugden. *Adjourn* led by T. Geyen with a requested motion to end the meeting.

**Supporting Our Mission and Vision:**

**Consent Agenda:**  **Motion was made by M. Sugden, seconded by F. Peterson, and carried to approve the Consent Agenda.** This consisted of the April meeting minutes, staff reports, and fund approvals which there were none.

**Treasurer’s Report:**

**April Financials:** Bruceshared the April financials. General fund worship Income remains under budget. This is very difficult to budget especially when people are not attending church. However, Total General Fund Income YTD is up 2% compared to YTD 2020. Expenses were also up this month. These included extra postage for mailings, VBS and student ministry materials, baptismal supplies, rebalancing our insurance policy with the addition of the new building, replacement of the toilets in the lower restrooms, and boiler repairs. We will continue to monitor the financials closely. Staff has been reminded of reducing expenditures when possible. We will see In May a cost savings in staffing due to vacancies. Calvary Preschool financials are positive. Currently our building loans are approximately $4.1 million. We will be making a payment toward our loan next week. $30,000 in building pledges were received this month. The Balance Sheet will now reflect the current pledges receivable; as pledges come in this number will be decreasing. Recently a portion of the Lilly Grant money was moved from Bremer to Edward Jones. **A motion was made by T. Geyen, seconded by M. Sugden, and carried to approve the April financials.**

**Old Business:**

**Building Project Timeline & Expenses:**  K. Rentschler reported we have only spent 33% of the contingency fund. The HVAC problem is being addressed. A meeting was held last week with the people involved with the HVAC system. The conclusion of the meeting was to credit Calvary the ductwork insulation cost that was not completed as proposed for the new worship center. Attenuators would be placed at the unit itself to reduce the noise at an additional cost to Calvary in the amount of $17,000. Unfortunately, the parts will not be here for at least 10 weeks and they will take a good solid week to install. We are hopeful this will be completed prior to VBS and will take care of the problem.

**New Business**

**Future worship schedule:** Last Wednesday 20 people attended a meeting to discuss the Saturday evening service. Pastor Hans discussed the steady decline in the numbers of attendees, demographic changes that have occurred, and concerns he has heard over programing/content of the service (too modern, music too loud, want more classic hymns, etc.). Attendees had the opportunity to voice their opinions. In conclusion the group would still like an evening service. This group was receptive to moving the service to Wednesday night. This service would allow both Wednesday service attendees to intermingle amongst each other and staff time would be utilized more effectively. They liked the idea of a simple service including a few songs, preferably traditional hymns that are a little more upbeat, a sermon, and a prayer. A suggestion was made to start this evening service sooner than later even if it meant meeting at the church proper for a videotaped service this summer. Next steps are to meet with another group of Saturday evening worshipers on May 19 to get their input on the Saturday evening service.

**Top Three Takeaways:** 1. Re-opening of the church Memorial Day Weekend. 2. Calvary has 200+ volunteers recruited. 3. Annual meeting June 6 at 11:15 at Calvary at the Lake.

**Calvary Partner Network Administrator hiring:** closed executive meeting.

**Leadership Dates:**

Annual Meeting June 6 at Luther Crest

 Council meeting June 21 at Calvary

**Close in Prayer and Adjournment:**

A. Larson Executive Minister led us in the Lord’s Prayer. The meeting was adjourned at **7:57 p.m.**