



Approved Council Minutes May 15, 2023 at 6:00 pm at Calvary

Members present: Jana Berndt, Jeff Rodel, Ann Stehn, Mark Stromswold, Bruce Luehmann, Pastor Hans Dahl, Pastor Angie Larson, Katie Rentschler

Members absent: Cheryl Whitchurch, Kathy Hungness

Jana Berndt called order at 6:04 pm. Pastor Hans led the group in prayer.

Mission sightings:

- Endowment Fund support for Dasha (Ukrainian student now a refugee and heading to college)
- Volunteer rally
- Strong finish to Kid & Student year
- Great attendance at Mother's Day – evidence of people inviting others

STRENGTHENING OUR MISSION AND VISION

Leadership:

1. Council Leadership Conversation – “Clarify the Win: 7 Practices of Effective Ministry”
Discussion around places to get specific in our “wins” as a church. Next steps include inviting the staff into a conversation about their own specific ministry areas and how that fits into the strategic priorities.
2. Council Priorities & Timeline for 2023
 - a. Lead Pastor Review Process & Goal Setting – Jana, Kathy, and Bruce to work on framework to bring back to Council for Lead Pastor review process.
 - b. Defining & Clarifying Strategies – Work with staff to get more specific on the strategies and bring it back to the Council for refinement.
 - c. Staffing Structure – Strategies will define our staffing structure
 - d. Implement Dashboard (Groups, Serving, Leadership, Giving) – full dashboard coming in July
 - e. 2024 Capital Appeal – decision making coming in the fall for next steps
3. Approve Council Candidates – Brett Boyum & Mark Christenson – Motion to approve candidates made by Mark, seconded by Jeff, passes unanimously.

SUPPORTING OUR MISSION AND VISION

1) Consent Agenda – Jana

Reviewed the minutes of April meeting, staff reports, and no fund approvals. Motion to accept the reports as written made by Mark, seconded by Ann, passes unanimously

2) Treasurer's Report – Bruce

April financials were presented by Bruce Luehmann. We budgeted for 8% increase in worship income and currently about 2.8% increase for the year. Total income is about 2% over budget. Expenses are in line with budget currently. Property expenses (mostly heat and snow removal) are higher than budgeted for the year. We will be watching our income as we transition into summer months. Mark motioned to approve the financials as presented, Ann seconded, passes unanimously.

A new Calvary Preschool Director has been selected after an 18 month search. Katie Rentschler presented some salary options for consideration in the offer. Jeff motions to negotiate salary, Ann seconds, passes unanimously.

3) Old Business

Mark & Jeff share that the building on the steps at Luther Crest begins this week, and the new canopy will get put up this week also. These items will greatly improve our experience at Calvary at the Lake.

4) New Business

A candidate has surfaced for the position of Worship Experience Director and we are having conversations with that person for this budgeted position.

5) Top Three Takeaways

Calvary at the Lake begins
Preschool Director hired
Clarifying our strategies as a church moving forward

SENT OUT TO SERVE

Our next meeting date is June 19 at 6:00 pm at Jana Berndt's house. Meeting is adjourned at 7:32 pm.