



Approved Council Minutes June 19, 2023 at 6:00 pm at Calvary

Members Present: Pastor Hans Dahl, Katie Rentschler, Jana Berndt, Ann Stehn, Cheryl Whitchurch, Bruce Luehmann, Mark Stromswold, Jeff Rodel, Kathy Hungness, Brett Boyum and Mark Christenson

Not Present: Pastor Angie Larson

Meeting called to order by Jana Berndt at 6:05 p.m.

Introductions were made. Welcome to new Council members, Brett Boyum and Mark Christenson.

Mission Sightings:

- 700 people attended the first Calvary at the Lake service for this year.
- Last Sunday there were seven new guest gifts given out
- Volunteers at the Lake are fantastic!
- A group led by Pastor Angie left for Ghana.
- The new stairs coming out of the dining hall at the lake.
- Two new teachers at the Preschool.
- We have 10 churches participating in our Partner Network.

Opening Prayer: Pastor Hans Dahl lead the council in prayer. Special prayers for the family of Logan Pfeffer who had recently died in a car accident.

Strengthening Our Mission and Vision

Leadership:

- Council Priorities & Timeline for 2023
 - Lead Pastor Review Process & Goal Setting: Up to this point there hasn't been an official review process for the Lead Pastor. Jana, Kathy, Katie and Pastor Hans met to discuss a process that would include goal setting for him. The goals will align with the strategic priorities of the church. Periodically, (every 6 months or so) the Executive members of the council will meet with Hans to touch base and see how the goals are progressing or if he needs help with anything. The process will run from July thru June as this is a less busy

time in the life of the church and the process will be more thoughtful. The members of the Council will be responsible to bring ideas for the final goals of the appraisal.

- Defining & Clarifying Strategies: Hans reviewed the process staff went thru to develop the strategic priorities. For the next six months the Council will dig deeper into each priority to see how it aligns with the goals of the church and develop specific actions to take within each priority.
- Staffing Structure: Katie explained the structure of the staff. The current structure is unsustainable with all the staff reporting into Hans. After discussion, it was determined a smaller sub-group would meet to dig into the org chart and determine a better way for staff to report and manage instead of everyone reporting to the Lead Pastor. The sub-group is Jana, Ann, Brett, Kathy, Hans, and Katie.
- Implement Dashboard (Groups, Serving, Leadership, Giving) Katie is working on the new dashboard that was requested by the Council. More information will follow.
- 2024 Capital Appeal: The building expansion first appeal was for \$6 million with the understanding that a second appeal will come after five years for an additional \$2-2.5 million. Smaller groups will be put together to work on this appeal and it will roll out publicly toward the end of 2024.

The above are the goals for the Council to work on in the coming months.

Supporting our Mission and Vision

Consent Agenda:

- Minutes of May Meeting: Amend the water issues on the West side of the church. The downspouts will come from the building dedicated funds for \$4,429.00
- Staff Reports
- Fund Approvals

Motion by Mark S. and 2nd by Cheryl. Motion carried unanimously.

Treasurer's Report:

- May Financials: Month of May did not meet our budget which is the fourth month in a row we have not met the budget. Because of the status of our finances last year, we made an aggressive budget this year. \$30,000 below budget with \$27,000 below total income. The expenses are right in line. Property expenses are the biggest expense for example the snow removal and utility costs due to the late winter. We will move \$7,000 from the 2021 dedicated funds to this years general fund to help with these building related expenses.

- Staffing Needs: There is a hiring freeze on an Office Manager and other non-critical functions at this time that will save approximately \$24,000.

Kathy motioned to approve the Treasurer's report as presented. Jeff seconded the motion. The motion carried unanimously.

- Lilly Grant Financials: Katie and Bruce reviewed the grant budget. We are in good shape and are using the money as allocated. We are about half way through the grant period. A goal is to work on making the Calvary Partner Network sustainable beyond the life of the grant. The model is to increase each churches financial contribution as the years go on.

Old Business:

- A candidate has been identified and interviewed to meet needs within the worship and technology part of Calvary. This would include a Worship Tech and Production Manager. This position will be responsible for producing the technical aspects of worship. This position will be 20 hours a week. This same person would also be the Calvary Partner Network Tech Support for 10 hours a week working primarily on the website and supporting churches with their tech implementation for worship.

Motion by Brett and seconded by Ann to approve the hiring of these two positions. Motion carried unanimously.

New Business: None to report

Top Three Takeaways:

1. Review process for the Lead Pastor and staff
2. Flexible Budget
3. Many new people have attended worship with Calvary so far this summer.

Next Meeting: July 17, 2023, 6:00 p.m. at Calvary

Adjourned at 7:51 p.m.