

Approved July 17, 2023 Council Minutes

Members Present: Katie Rentschler, Ann Stehn, Cheryl Whitchurch, Pastor Hans Dahl, Bruce Luehmann, Mark Stromswold, Pastor Angie Larson, Jana Berndt, Mark Christianson, Kathy Hungness, Brett Boyum

Members absent: Jeff Rodel

Meeting called to order by Jana Berndt at 6:00 p.m.

Add to the Agenda:

- New Business, Real Estate Opportunity
- Move the Pastor Review to the end of the agenda.

Opening Prayer: Pastor Hans Dahl led the council in prayer.

Mission Sightings: Jana

1. Another well was dug in Ghana due to the generosity of the Calvary congregation.
2. Ghana Team came home safely.
3. Calvary at the Lake is going well.
4. Caring Ministry supporting families grieving and seeing the program flourish.
5. Exodus study finished in June and was really well received.

Leadership:

Staffing Structure: Brett

A sub-committee comprised of Jana, Ann, Kathy, Brett, and Hans are taking a deeper look at the staff organizational chart with the goal of making recommendations about a restructure. The intent of the restructure will be to allow for greater functionality within each department and developing a structure with fewer direct reports to the Lead Pastor so that role can maximize time spent on strategic planning, preaching and visioning. More information will be forthcoming.

Implement Dashboard: (Groups, Serving, Leadership, Giving) Katie R.

Katie updated the team on our progress in measuring Giving, Connect Groups, Serving and Leadership as a way to know if we are moving forward in our mission to lead all people to a lifelong faith in Jesus through deepening engagement. Katie reviewed the current data from January to June 2023.

2024 Capital Appeal: For the original campaign a consultant was hired to help with the project. That consultant has since retired and is unavailable to help with the 2024 campaign. Approximately \$3.4-3.9 million will need to be raised to cover the principal and interest for five

years. Hans will research the availability for other consultants and bring back information to the August meeting.

Defining & Clarifying Strategies-“Connect” focus: Jana and Hans: We have six strategies.

Connect is the first one. Discussion regarding how to grow Connect groups with the following three next steps: 1) Systematize leader identification, recruiting, development, and training; 2) Develop a Connect Groups resources landing page; 3) Hire staff whose only task is to ensure all people in our congregation are engaged in a Connect Group where they are growing in faith, cared for, and know they belong.

SUPPORTING OUR MISSION AND VISION

Consent Agenda: Jana

- Minutes of June meeting
- Staff Reports
- Fund Approvals: (none)

Ann and Cheryl motioned and seconded the motion to approve as presented.

Treasurers Report: Bruce

Expenses are higher due to the severe winter weather and the additional building and grounds upkeep. The building fund is getting to the point where we can put payments on the principal. The Preschool will experience its first year of moving to a 12 month pay cycle instead of 10 month. We expect June to be a bigger expense due to this. Kathy and Mark S. motioned to approve the financial report as presented.

Employee Retention Credit: Katie submitted an application for this credit. The cost for a consultant to help with the application was \$4,500 and Calvary was awarded \$216,683. These funds are a one-time payment that will be split between church and preschool. There are no restrictions for the use of this payment.

Old Business: Angie and Katie R. submitted a grant for “The Aspen Project” in February to the Lilly Endowment and were awarded \$976,470 to support parents and caregivers in passing down faith to the next generation. More information will be shared in the coming months as Angie prepares for the launch of The Aspen Project.

New Business: On July 26 at 6:00 p.m. there will be a “State of the Church” held at Calvary. Several groups will report on the different activities that are happening around the church. An ice cream social will be held after.

Calvary was approached with an offer to purchase real estate in close proximity of the church. Hans, Jeff and Bruce will research prices etc. and bring it back to the council in August.

Hans, Katie, and Angie excused themselves and left the meeting. The Council reviewed the plan to develop an evaluation process for the Lead Pastor. The Executive Committee will meet to develop evaluation criteria.

Meeting was adjourned at 7:58pm.