

# Calvary Lutheran Church Council Meeting

Tuesday, December 8, 2020 7:00PM via Zoom

## Purpose

*Together in Christ Empowered to Be and Make Disciples*

**Attending:** Pastor Dean, Holly Ulrich, John Kappers, Pastor Tim, Craig Holmgren, Sandy Hanson, Kevin Hanson, Karen Loge, Janel Skindelien, Britta Willenbring, Pastor David, Jeremy Schmidt, Charles Ulrich, Mike Haugsby, Sara Bennett, Michael Newberg, Elissa Nelson, Shane Baker, Jeanne Ashburn, Jena Berget, Pastor Naomi, Kim Larson, Michelle Kotrba

**Call meeting to order** – Mike called the meeting to order.

**Devotion** - Jenna Berget

**Council Minutes from November** – Holly Ulrich moved to accept the November minutes from both meetings. Charles Ulrich seconded the motion. Corrections were adding Jeanne Ashburn, take off one Nikki Erickson, and spell Skindelein correctly. Motion approved with the corrections

**Treasurer's Report** – Craig Holmgren moves to accept the Treasurer's report for November. Briefly, income was over \$60,000 and expenses were over \$75,000. Sara seconded the motion. Motion carried.

**Annual meeting format** – was included in packet. Shane moves to procedure outlined on emailed for the annual meeting. Holly Seconded. Due to the church constitution we must have a vote in January. Guidance from the synod has stated that as long as each member equal opportunity to vote, the election is valid. Zoom could limit participation for some. Mail out the ballot to all with any resolutions needed (First Fruits) with mail back and/or drop off at the church. Mail has been slow. The December Messenger was at least a week late. What if there are motions to change what is being voted on? Any motion would have to be picked up in a specially called council meeting at a later date. Could that lead to an excess of mail if someone wants a change to each iteration of the budget? Coffee with Council will be held via Zoom with a call in number for those who do not have computer access and a second "in person" meeting, possibly drive in the parking lot. We could collect all the suggestions and then mail out the ballots. We could do a drive in vote with FM broadcast. Pass out ballots as people drive in. Ushers pick up. We will have had multiple events in a drive in format before the meeting. Kevin moves we have a live annual meeting in the parking lot. Shane seconds, with the modification the meeting be in cars on 1/31/2020. A roll call vote was taken and the motion passed. Details are to be worked out. Also, the next council meeting will be moved to January 7<sup>th</sup>, the Thursday before the usual meeting, to allow for time for due diligence on the annual meeting.

**Budget for 2021:** The 2021 budget is close to a 0% increase. It does not count inflation, with insurance being the exception. The biggest increase was for Pastor David, and that was slight. A second proposal includes staffing changes. We see value in hiring a Calvary Communications and Marketing Specialist (CCMS). This position would be program staff that would take program pressure off of the pastors. We have some room as there is no longer a Youth Director. There was a \$5,500 held for faith formation, but CCMS would be more helpful. We are looking for ½ time position. Krista Willis has been an extraordinary volunteer helping to flesh out the position, which really reaches out across the platforms

youth use. Also, we are down 1 janitor at this time, but the position was left in for reopening, when that can occur.

Payroll taxes change a little with a CCMS staff. Bottom line project same income we will still have a deficit \$40,000 on one \$55,000 on the other. We can have a numbers based budget, or a faith based budget. There is the possibility that some responsibilities could be given to Teri if she agrees and has proper training. If going to give Teri more responsibilities she needs to agree and be trained. Dawn has been approached about reducing hours and keeping benefits. There are no wages increases for staff. PPP was forgiven totally, but is not in this budget. It will vanish as a loan and show up as other income. November giving was up slightly and we had a good first week of Advent. With the PPP we could have a carryover of up to \$20,000, but that won't save us in 2021.

Staff adjourned to a separate Zoom room and council had a robust discussion about staffing. It is felt that in this difficult time and uncertainty, we move forward knowing that things can change rapidly. We certainly did not predict the way 2020 would go when working on the budget for this year.

Sara moved approve 2021 budget with the Calvary Communications and Marketing Specialist included with Dawn moving to part time with benefits and Teri to have additional duties. Charles seconds. A roll call vote was unanimous for those present

### **Additional business**

1. **Boards as part of annual reviews** – Express feedback from boards to personnel by talking to the President and/or Vice President.
2. **Annual meeting** – In their breakout staff thought about the drive in meeting. It was suggested to move the meeting back to the 24<sup>th</sup>, with the 31<sup>st</sup> as a snow date. Kevin motioned that we move the meeting back to the 24<sup>th</sup> and use the 31<sup>st</sup> as a snow date. The motion was seconded and motion passed.
3. **Reminders** –
  - a. Annual reports due December 18<sup>th</sup>
  - b. Sean will work with each of the boards on candidate preferences
  - c. Check email for updates!
  - d. Review of votes to occur in January: First Fruits resolution for presentation to congregation. Nominating committee presents candidates for council. Viability of getting the constitution in boilerplate fashion to the Synod guidelines.

### **Staff Reports**

1. **Pastor Tim** – Super busy *Charlie Brown Christmas* with 40 cars in the parking lot, a good test run of the FM system.
2. **Pastor Naomi** – Lots planned midweek services, see bulletin.
3. **Pastor Dean** – On the telephone talking to the Lutherans, the grief care group. Congregation members have expressed appreciation of what is taking place at Calvary.
4. **Pastor David** – Busy!
5. **Janel**- Continuing to reach out to young families, Sunday school families. Hope to reach 70 families before Christmas

### **Board Reports –**

1. **Board of Finance** – The cemetery committee wants to increase cost of plots to reflect the area rates. \$250 to \$350 effective Jan 1st, interment fee going from \$100 to \$200. Kevin Hanson moved we accept this change. Craig seconded the motion. Motion passes. The sound system bid will be double checked. Craig makes a motion to accept the bid up to \$17,000 with the funds coming from undesignated special funds. Sara seconds the motion. Motion passes.
2. **Board of Outreach** – Mallery Loge present to Outreach about her mission work with Cru. We will consider her for funds after researching [www.cru.org](http://www.cru.org). First Fruits Budget is \$10,000 approximately. In order to write the resolution John moved that First Fruits benevolence giving remain the same as 2020 for 2021. Holly seconded. Motion passes.
3. **Board of Stewardship** – Charles states that 2 letters going out next week. First, one \ sent to those who sent in commitment cards. Second, one sends to those who committed last year but not this year.

**Closing Prayer** – Pastor Tim