

Calvary Lutheran Church-Together in Christ, Empowered to Be and Make Disciples

Church Council Meeting: December 12, 2023, 6:00 p.m. Friendship Room

Present (Council Members): Shawn Swenson, Mary Jo deCathelineau, Shane Baker, Amber Van Eps, Brian Hendrickson, Janel Skindeliem

Present (Staff): Pastor Dwaine Sutherland, Pastor Wayne, Naomi Powers-Baker, Erica Mathews,

Absent: Bridget Pederson, Corey Nelson, Caleb Hanson, Teri Sokulski, Marie Fett

Devotions and Prayer: Pastor Dwaine

November Minutes: Mary Jo moved approval, Amber seconded, minutes approved.

Shawn Swenson expressed appreciation to the committee who worked on Pastor's Dean's retirement and appreciation. Pastor Dwaine expressed appreciation for Erica and the Children's Program.

Financial Report: Shawn Swenson updated the council, noting \$57,000 for income the past month with \$51,000 in general offerings income and \$55,000 in expenditures in the past month. Loss in capital and endowment noted but gain in special funds of \$5300. Mary Jo moved, and Brian seconded the motion to accept Financial Report. Brian moved approval, Mary Jo seconded, Motion approved.

Budget: Budget draft provided to the council prior to the meeting. Shawn reported the draft of the budget for 2024 had income at \$759,650 for general offerings not including special offerings. First Fruit levels kept at same levels. The staff model used was 2.5 pastor model. Mary JO moved to approve, Brian seconded, budget approved.

Svea agreement: The current agreement is set thru December 31, 2023. The agreement does call for a 30-day termination clause. Svea is non-committal and will meet next Thursday. Pastor Dwaine said we can always indicate we would be open to re-new. Brian moved to approve the same contract, Janelle seconded, motion approved.

Employee Handbook: Some problems were expressed regarding the Handbook including the inclusion of language appearing with typos and on outdated dress code provisions. Discussion noted some of the changes based on new laws adopted so a new Handbook needed approval. Consensus reached that most outstanding issues could be dealt with later. Shane Baker moved to adopt the Handbook as presented except with the all parts of the dress code removed except the 1st paragraph. Janelle seconded, motion passed.

Audio/Video Update: Tours of systems at Assemblies of God and E-Free made.

Council Nominating Committee: Shawn Swenson, Amber Van Eps, and Corey Nelson were noted as going off council in 2024. Brain storming of potential nominees.

Call Committee: Committee will re-convene to work on the call of the associate pastor.

Staff Reports: Erica noted David Scherer could appear here in the spring, which was approved, and Narcan training on January 23. Pastor Wayne discussed format of services.

Adjourned with Lord's Prayer