

Calvary Lutheran Church Council Minutes

Tuesday, October 8th, 2024 at 6:00 p.m.

Friendship Room

Attendance: Shane Baker, Bob Dickerson, John Dean, Harley Aalfs, Bridget Pederson, MaryJo deCathelineau

Staff: Pr. Wayne, Pr. Amy, Naomi Powers-Baker

Absent: Caleb Hanson, Brian Henrickson, Lori Holmgren, Pr. Dwaine, Paula Leuders, Marie Fett

Shared Meal & Devotions from Harley

Guest: Mike Schroeder, updated us on the A/V project.

AV Project: Mike met with Brian last week and Mike is here to give us an update. Everything is ordered, Mike is in touch with the project manager at REACH, hoping the acoustical tile will be here last week of October. Mike shared we won't need a storage space for new equipment but will be needing a spot for the old equipment and to decide what to do with it – donate it or sell it. The hope is mid-November to install the acoustical tile. You need the tile in before the sound system. We don't have a date yet for the other part of the project but looking at late November and early December. It is a labor-intensive project with equipment installation and wiring. It's estimated it could take a week to install everything. The part of the project that has to do with the upstairs / balcony area would then need to be completed. We need to know who we will use for an electrician. Shawn Swenson is keeping tabs on the costs and the donation needs. He checks in with Mike. We need a cabinet builder – Mike is looking into it.

- Naomi asked about microphones on behalf of Paula. Having some issues with headsets. Mike recommends that the sound people and the Pastors be more in-tune with each other – leave the headsets on and the sound people turn them off when needed is a suggestion. Mike recommends that they check into the rechargeable batteries – they don't last forever. Make sure the connections are secure when you are having trouble, do we need new cords – check on this.
- Need for training of sound/video people and a committee that meets regularly. Encourage youth to be engaged and use their tech skills.

Adoption of Minutes – Shane Baker motioned, Bob Dickerson second. No discussion. Approved.

Staff Reports:

Naomi: Update from Paula is to clarify the security cameras that went out in the storm, mentioned in September minutes, are not fixable. Confirmation Sunday is done, it was a nice service. Now focusing on looking at the contemporary service, looking to tweak some things in the 10:15 a.m. service to make it more contemporary. MaryJo encouraged this. Naomi shared she has a goal of singing with the congregation not to it and needs to pick songs the congregation is able to sing along with.

Pr. Amy: Confirmation Sunday just happened, twelve 10th graders participated. Thank you to everyone helping me know what was going on and helping me know what to do. Getting lots of help from staff and co-workers. Getting used to being part of a staff again! Attended the fall theological conference. There are about 50 students in Sunday school, 30 in confirmation; still need a teacher for 2nd grade, need part-time teacher for 4th grade. Plan to meet 1x a month with 10th grade and up for a young adult ministry. Youth Leadership Team will be meeting to make a yearly plan. 10th graders did gifts and talents survey and the staff have a spreadsheet of what the students' gifts are. We need to allow people to use their gifts and talents within the congregation – let our students try everything in the church and see where they want to be. Middle school / after school ministry is something she is working on.

Pr. Wayne: working on 3 funerals, coordinating details with staff and funeral homes, making visits to members facing treatments, moves, and illnesses. Shared about the weddings happening this month. He shared they had a funeral and law enforcement was called for security reasons because of issues that arose between estranged family.

- Naomi shared she played for a funeral at Bethesda and Bob Dickerson stated she needs to have song sheets at those events and Naomi shared that is not her role at Bethesda and she was just asked to play piano at that funeral and she isn't in charge of how they do things. That is the role of the Bethesda Pastors and Funeral Director.

Family and Youth Position Opening – Mary Jo shared we are looking at two tracks to fill this position, either layperson or a rostered layperson. If a rostered layperson then the church needs a call committee. A motion to allow the Sr. Pastor to assemble a call committee, if needed. John Dean motioned, Bridget Pederson second. No discussion. None opposed. Motion carries.

Finance Committee – MaryJo reviewed financial summary. See financial reports. MaryJo stated she believes a finance committee member / treasurer needs to be on council going forward. Bridget Pederson shared it will be more feasible to have a representative from the finance committee at every council meeting, the committee members could take turns and share a more comprehensive update. Shane motions to approve the financial report, Harley second. Discussion. Bob Dickerson has an issue looking at hiring if we are at a negative cash flow. MaryJo reiterates that she believes the congregation

expects us to hire the [Youth & Family] position. Pr. Amy asked questions about how the endowment fund works and how is the money given away. John Dean and Bob Dickerson gave some explanation that it is based on what is earned and what is asked for but is not done on a monthly basis. Mary Jo asks us to pray about the finances. John Dean and Naomi Powers-Baker remind us to keep the faith and remain positive. Motion passes with 5 votes. Bob Dickerson abstains.

Strategic Planning Committee Update: MaryJo shared the contract has been signed with the strategic consultant.

Security Update: Brian got two quotes on security options for the doors, we are going with the less expensive option. John Dean wanted to know how fast this could get implemented. MaryJo shared this should be dealt with within a couple of weeks.

- Previously in the meeting, Bob Dickerson shared that he didn't like the way the security updates were addressed by the Pastor at the 8 a.m. service and he didn't like it being broadcast [online service, radio, etc.]. Naomi shared she believed Pr. Dwaine did a good job addressing it. John Dean shared that he liked being told about it at the Saturday service and questioned if we only shared at Saturday and Sunday at 10:15 a.m. and not the broadcast service then how is that fair to others. Bridget Pederson shared that she likes knowing what's going on because her daughter comes over after school and it's good to know if there is any danger or which door to use. She also shared that this congregation is just big enough that we can't actually please everyone – it gets done one way and people are upset, it gets done another way and people are upset – we can't win either way because we can never make everyone happy.

Committee Reports – reports submitted by Finance, Creation Care Team, and the Altar Guild were shared with Church Council via email prior this meeting.

- Bob Dickerson shared during his comments previously in the meeting that he believes it is a lack of leadership that leads to the committees not operating well. MaryJo shared that she will be working on committee structure in the coming months. There has been a lot of change going on in the congregation but she now has more time available to her now that her mom has passed. She also shared Bridget Pederson is working on it with Bylaws Committee after the restructure of the council from 21 to 9 people. MaryJo shared that we did have council members and boards and the expectation was people would stay on their boards/committees when the restructure happened but that is not what actually happened – people left the council and the boards and now we are dealing with rebuilding it.

Nominating Committee – Bridget Pederson shared that this committee is historically made up of people from the annual meeting ballot and the outgoing members of Church Council. The current nominating committee is Bridget Pederson, Caleb Hanson, MaryJo DeCathelineau, and Shane Baker. We are looking for suggestions from Church

Council of names of people to ask to be on Council. Bridget shared we are specifically looking for people with the skills of teamwork, being solution oriented, and people good at coming up with ideas and remaining positive. Pr. Amy asked if any confirmed member can be a council member. MaryJo confirmed this is true. Please call, email, text any names to members of the committee.

Endowment Committee – MaryJo shared there is a need to have a meeting set for this committee because the last one was cancelled. Bob Dickerson shared his displeasure with the last meeting being cancelled and he believes it didn't need to be. MaryJo shared that Brian Henrickson had something come up and he had to cancel. Bob stated there is no Pastoral leadership on this committee. MaryJo disagrees. Bob stated there are members of this committee who can meet and Bob doesn't believe Brian has to be there. MaryJo clarified she asked Brian to take on this committee because she had asked Bob multiple times to set a meeting and he failed to do so. Bob stated he can do it and MaryJo asked Bob to work with Brian to set up a meeting.

Cemetery Update – MaryJo updated that earlier this year, after Mike Schroeder came to council to discuss the cemetery, MaryJo and Pr. Dwaine went out and looked at the cemetery and went out and looked again recently. There are some weeds and thistles and some stones that need to be lifted up. She shared we are looking to get treatments for the grass next and have reached out to Tucker Swanson. However, we need a company to lift stones. Harley Aalfs asked about the status of the cemetery committee. MaryJo will check in with the cemetery committee and see how many members it has and if it's still active.

Other Items:

- Shane Baker asked when is the budgeting process getting started? MaryJo stated the Finance Committee is working on it.
- MaryJo shared she talked to Caleb Hanson about sending out stewardship letters; the plan is to do so in November.
- Bridget Pederson shared a First Fruits motion will be needed at the December Church Council Meeting.
- MaryJo shared that a Coffee with the Council will be needed near the annual meeting, likely January.

Next Month: Meal time – Dickersons; Devotions – Bob Dickerson

Adjourned with the Lord's Prayer at 7:22 p.m.