

Calvary Lutheran Council Meeting Minutes

Tuesday, September 9th, 2025 at 6:00 p.m.

Koinonia Room

Attendance: Cathy Halbritter, John Dean, Harley Aalfs, Lori Holmgren, Dion Warne, Bridget Pederson

Staff: Pr. Rick, Pr. Amy

Absent: Brian Henrickson, Meghan Knott, Jan Ruby, Paula Lueders, Marie Fett, Naomi Powers-Baker

Guests: None

Opening Prayer / Devotions: Pr. Rick

Approval of Agenda: Motion – John, Harley 2nd. None opposed. Motion passes.

Approval of August Minutes: Motion – Lori, Cathy 2nd. None opposed. Motion passes.

Approval August 2025 Treasurer's Report: Motion – Lori, John 2nd. None opposed. Motion passes.

Discussion – 8th month ended – comparing actual to budget – looked at the numbers – budget to move \$20k from capital – use this for running the church. At a loss of \$87k currently – borrowing money from ourselves to make payroll and pay bills. Using interest income and using it to supplement. We have to watch that we don't spend too much of our interest earnings.

Comparing our income now from last year at this time – we are \$7k down. Not a huge decrease in giving but we had Pastoral Staff costs that have been being paid out the first half of the year that will not be recurring.

Reviewed attendance vs. giving – discussion of the numbers.

Discussion about finding a new treasurer. We have been discussing reviewing the duties / job description of the Office Manager position – discussion needed to be had with Paula about taking on some of what Shawn/Treasurer is working on. She is doing a great job!

Pastor's Reports:

Pr. Amy – student staff has been exceptional, tomorrow is an open house style parent/family meeting with a meal. For Sunday School, we are combining 1st & 2nd grade together, 4th & 5th together, need a 3rd grade teacher still. Student staff will be taking turns every Sunday to be available to support staff and students. Confirmation will be longer than last year (6:15 – 8 p.m.), starts next week. Elsa is working on safe haven – required to have background checks on our volunteers helping with youth done per insurance – she is making sure this is happening. There will be a 90 minute zoom training for all leaders / teachers. Currently, we have 45 kids for Sunday School – same numbers as last fall, 28 for confirmation. All confirmation volunteers we need are secured.

Pr. Rick – CAT Tool – follow up from Pr. Kurt was a summary of the meeting; there is another follow up available that we can use for communicating. Transition team met last week, will meet again tomorrow. They are recommending a Council + Pastor Retreat. Best date for all is 9/28 – time TBD – this will be held at Green Lake Bible Camp. Stewardship Committee update – working on the time and talent sheet and

the stewardship fair (10/25 & 10/26) – friendship room and narthex, stewardship drive being worked on diligently. November 23rd is Commitment Sunday. Shared that people give him feedback we need more new, young people – we may need to look at creating an outreach plan. How do we identify guests or visitors? How could we utilize greeters differently? Do we need a kiosk for guests? Utilize the office for this? Ideas from another church - every guest is contacted by staff throughout the week that were identified as guests. Shared that there is specific ways that this is trained and how we approach people.

Staff / Board Reports:

Worship – trying to get worksheets from every committee, Altar Guild likes things the way they are right now – no changes to communion, discussion about special music and how to get people involved that way. Discussion had about traditional communion on traditional service days.

Faith Formation – no additional updates.

Finance – no additional updates.

Stewardship – no additional updates.

Office Staff: No update.

Special Reports:

First Fruits recognized

Coffee w/the Council – hospitality topic discussed

Saturday the 27th

Sunday the 28th – two locations – Friendship & Koinonia Room/Education Wing

Bridget will send out an email to organize everyone a week before.

Unfinished Business:

Dion is working getting the conference room set up for virtual meeting capabilities – needs to find an electrician to assist with this – need a long table for that room. Discussed possibly using the office space next to the conference room to make a bigger room to use for larger meetings – no decision made.

New Business:

Pr. Amy presented about an opportunity to partner w/Green Lake Lutheran Ministries Staff Person: a Program Assistant (candidate identified for Calvary is a young adult male) who is currently discerning if they want to seek religious leadership / education / career and has worked at GLLM Bible Camp. He would work 40 hours, we sub contract for 10-15 hours, the other hours are for GLLM. He lives at GLLM, they feed him, they handle all of his payroll expenses. Total needed from Calvary is \$20k or \$1700 a month, GLLM credits Calvary \$9k available to our congregation to be used in multiple ways. Discussion about special funds monies available to utilize to partner with this staff person, look at page 14 of the financials, \$29k available. We could afford to pay for this partnership through our accounts and then switch to the Carlson Funds income to assist with paying for this. The 10-15 hours would be utilized by having this staff person working on relationship building with parents / families, teaching, planning, in

classroom teaching, network with mentors in the cloth like our Pastors. Plan to have him on Wednesdays from 1 p.m. on and working on Confirmation, helping faith formation; on Sundays 8:30-11:30 – assist with Sundays, Sunday School, teaching 4-5 grade class – build a bridge with that age group. Assist with our service projects with Confirmation, expand our student outreach ministries.

Motion to approve Youth Account and Youth Event Assistance Fund to hire Program Assistant with GLLM Partnership Program – John, Bridget 2nd. None opposed. Motion passes.

Discussion about Yo Deck Software which is software our staff can use from their desks to update the screens with announcements versus standing on a stool while holding a laptop that is very unsafe. A good use of funds to assist the staff in doing their jobs effectively.

Motion to purchase Yo Deck Software for the Office to use - \$500 to start the program - \$44 a year after that. Cathy motioned, Lori 2nd. None opposed. Motion carries.

Equipping Congregations brought up by Cathy – have we heard anything from the Synod? Pastors haven't heard about it. This year's topic might be on youth. Want to know more about it. Workshops are available typically. Pastors will find out more info.

Motion to Adjourn – John, Cathy 2nd. None opposed. Motion carries. Meeting ended with Lord's Prayer at 7:26 p.m.