**Council Retreat Minutes**

**October 13, 2019**

**Calvary Lutheran Church, Room 12**

Attending: Bethany Wesley, Ashley Brue, Mitch Eichman, Greg Snyder, Garrett Tisdell, Melissa Meyer; ex officio Polly Merhar and Pr. Genelle Netland

Absent: Steve Palmer, Kim Williams, Pr. Nate Bendorf

Staff attending st some point in the meeting: Shar Paquette, Joan Meulebroeck, Pr. Jeremiah & Vicar Daphne

8:30 WORSHIP in the sanctuary (prayed for in the prayers of the people)

9:30 Coffee in Fellowship Hall

9:45 Welcome/Dwelling in the Word in Classroom 12 (back by the youth room)

* Consent Agenda: September Minutes, Financials, Staff Reports, 2nd Quarter Financial

Review; Pr. Jeremiah 2019 housing to salary breakdown; Pr. Genelle updated housing to salary

Breakdown; approve Portico Benefits Gold+ health package for 2020. Garrett moved to accept. Mitch seconded. Approved.

* *10% bonus for Pastor Genelle and Pastor Nate – Mitch moved to have the 10% salary increase for the pastors sunset at the end of October. Seconded by Garrett. Approved.*
* *Funeral Fee Structure* *– Greg moved to approve the new member and non-member fee structure. Garrett seconded. Approved.*
* Treasurer Report – Polly including Portico Benefits and Rebel Give frustrations from the resources department staff. Melissa moved to approve treasurer’s report as provided. Ashley seconded. Approved. Council asked Polly to make notes on financial reports, rescan and upload those. They are very helpful and will make the financial reports more useful to the council members.
* Strategic Priorities – Celebrations & Next Steps – r
	+ Reviewed Mission-Vision-Core Values-Strategic Priorities document – talked about what we have accomplished in the first year of the plan, what we have added, and what we should prioritize for 2020
	+ Talked about the new Strengthening Families program we have invested in; how we could further develop once a month Sunday nights (with or after Jamaica) with family movie nights or family activities; offer more about the basics of our Lutheran faith; respectful conversations; trying a garden again somewhere on the property – involving all generations in sustainable practices – need to change locations to be closer to a water source; begin a conversation with community partners about developing a dream for the back 40 (possibly Village of Hope – offering transitional housing for families who have a goal of being renters or homeowners in the future), create a Calvary Ministry Team to review the many ideas/options.
* 2020 Theme – Respectful Conversations
	+ Watched Ellen DeGeneres video about being kind to all regardless of differences
	+ General discussion about how the conversations may be go or be facilitated and what the topics might in 2020
	+ Pr. Genelle will reach out to Pr. Mark Papke-Larson, an ELCA trained respectful conversation leader, to see how the process works before we drill down on our plans and define final choices for topics
* Council Members Nominations
	+ Three self-nominations from time and talent sheets
	+ Need to replace Brad.
	+ Melissa is willing to stay on the council or leave as needed
	+ Greg will stay on the council another year and is willing to give up the VP position if someone wants to move into that position. He is also willing to keep the VP title.
* Budget – Stewardship Plan
	+ Large Item List for 2020 Budgeting was shared
	+ Fully staffed for 2020 – one full-time, year-round employee will for sure have health insurance (budget addition)
	+ Not a lot of changes from current budget
	+ Discussed about whether we should do an “annual project” extra ask/budget income line or build in the project needs into the general giving budget line.
	+ Spiritual financial pledge and practical itemized list of what the giving supports
	+ Programming costs/fee structure
	+ Did you know? Putting up operational cost questions/answers. Did you know we have 7 furnace/AC systems? Did you know the microphones the pastors use cost $600 each just for the wire part? Etc.
	+ Possibility of an ongoing special, additional giving fund and whether that would motivate people to give or not.
	+ Talking about giving from the pulpit or from a member.

November Meeting: November 20 (Polly will be absent)

December 18 final meeting in 2019

2:00 Sending Prayer