

**Calvary Council Minutes**  
**June 15, 2022**

Attending: Kim Williams, Nicholle Bieberdorf, Ashley Brue, Mitch Eickman, Jim Molde, Len Ochowicz, Paul Iverson

Excused: Larry Kent, Sara Moran

Ex-Officio: Garrett Fultz, Vicar Jamie, Pr. Jeremiah

Minutes submitted by Kim Williams.

The meeting was convened at 4:31 p.m.

**Consent Agenda**

The following were part of the consent agenda: staff reports and May council minutes. Individual documents can be found on Sharepoint.

\* Jim moved; Mitch seconded that the consent agenda be approved as presented. All in favor, motion carries.

**Old Business**

**Call Committee Update-** The Call Committee continues to meet weekly to work on the Ministry Site Profile (MSP). Three congregational priorities are required for this profile. The Council affirmed by consensus that Calvary be recognized as welcoming to all through these identified priorities: 1) first 1/3 of life faith formation, 2) relationship building in both the congregation and the community, and 3) faith in action.

The Call Committee intends to have the MSP completed in the next couple of weeks.

**Faith Formation Position** (This discussion was tabled until after completion of the Treasurer's report). The proposed position description was shared with Council. The employment package would include salary of \$40,000-48,000, and benefits, with benefits estimated as 25% additional costs.

\*Jim moved; Paul seconded that the faith formation position be approved as presented with a salary range of \$40,000-48,000 in addition to benefits. All in favor, motion carries.

Position posting will include the include position description, salary range and listing of benefits. The interview team will consist of Pr. Jeremiah, Ashley, Mitch and Nicolle (Council representatives), a high school youth, and two members of the congregation. Pr. Jeremiah will serve as the primary contact for resume collection, etc. Kim will put together interview packets, and required form to support the interview process.

**Welcome Statement Examples-** Vicar Jamie provided examples of welcome statements, which would typically be found on a church webpage. These examples can be found on Sharepoint. These are considered helpful for both potential congregants and potential employees. The idea of developing a Calvary welcome statement came about as part of the Synod Accompaniment Team meeting which occurred in late winter 2022, as there is not currently a welcome statement on the Calvary website. Vicar Jamie shared that some congregations develop this statement through a committee process so it is reflective of membership and not driven only by Council or staff. For many congregations this Welcome Statement is linked to the ELCA Reconciling in Christ process. Vicar Jamie encourages Council members to explore the ELCA Reconciling in Christ

information on the website. Council expressed interest in the reconciliation process as part of Calvary Council's future consideration. Council consensus was that development of the Welcome Statement was part of the elected responsibility. Nicolle suggested that Council review the welcome statement Jamie drafted and suggest changes/additions/modifications. Once a Council supported draft statement is developed, then congregational input will be sought. Updated welcome statement draft ideas can be shared via email. The Council expressed gratitude for Vicar Jamie's draft statement and his work on this project.

**Letter to Oak Hill Christian College-** Pr. Jeremiah shared a copy of the letter to be directed to Oak Hills Leadership staff regarding the lack of clarity of regarding LGBTQ+ students' consideration for ministry at their institution. As Calvary representatives listed in the letter, Council members were invited to sign.

### **New Business**

#### **President's Report**

The Annual Meeting will be August 28. Items needed include: financials, nominations for council, and nominations for Synod Assembly delegates. The Nominating Committee (Jim, Sara, Nicolle) will meet to review Assembly delegates and Council positions needed (Treasurer, member at large) and identify individuals that will consider candidacy.

#### **Treasurer's Report**

Paul reported on the May financials (Available on Sharepoint). Total revenue was \$85,096 and total expenses \$97,515 with a deficit of \$12, 419. YTD revenue at 82% of budget (without PPP money) with YTD expenses at 83% of budget. Without factoring PPP we are at a YTD deficit of \$22, 920. PPP funds are offsetting the deficit. Paul reviewed the forecast for what can be spent on a youth position, knowing church may enter into deficit spending initially. The timing for the faith formation position is positioned well for inclusion in the upcoming 22-23 budget to be presented in August, 2022 at the annual meeting.

\*Kim moved; Ashley seconded that the treasurer's report be accepted as presented. All in favor, motion carries.

#### **Senior Pastor Report**

Pr. Sue's report was included in staff reports. She was not present today as she is on vacation.

The meeting was adjourned at 6:26 p.m. and closed in prayer.

**Next Meeting Date:** July 20, 2022

**Time:** 4:30 p.m.

**Location:** Room 12

**Newsletter:** July-Sara; August -Larry