

Calvary Council Minutes

February 21, 2024

Attending: Sonia Wadena, Larry Kent, Len Ochowicz, Sara Moran, Jim Molde, Nicholle Bieberdorf, Mitch Eickman, Sue Sapalla, Renee Dralle

Excused:

Ex-Officio: Garrett Fultz, Pr. Chris

The meeting was convened at 4:35 pm

Welcome & Opening Prayer

Consent agenda The following were part of the consent agenda: December minutes, staff reports

- Motion to approve: Sonia
- Second: Len
- Discussion:
 - None
- All in favor motion carries.

Old Business

- Leadership Report:
 - Prep for bible study, Lent, mid year reviews are complete which led to some good initiatives and what that might mean for ministry teams over the next year or two.
 - We need to update the personnel policies. It would be helpful to have a personnel committee (not an HR committee). Would like to look at updating the handbook as the first thing, including policies around parental leave, but we have identified a number of items that need updating. Look at recruiting a team of 3.
 - Would like to set up a time for all council members to meet with a staff member about prayer concerns.
 - Have Garrett help with Peoples Church as a mentor through a trial period of three months to see how much of a time commitment that would be going forward and if its sustainable.
 - Motion for a 3 month trial as a fiscal agent for Peoples Church with a reevaluation of the time commitment and what their true need is.

- Motion to approve: Jim
- Second: Sue
- Discussion:
 - Concerns over the amount of time taken from Garretts daily tasks.
 - How might this evolve and what could it look like.
 - He will be providing oversight and guidance on policy creation, budgeting and payment processes.
- All in favor, motion carries.
- Motion to update Chris' housing allowance to \$45,000.
 - Motion to approve: Mitch
 - Second: Larry
 - Discussion:
 - This does not change the overall compensation package.
 - All in favor, motion carries.
- Discussion of delegates for Pathways Annual Meeting on March 17th.
 - Pastor Chris, Sarah Leach, Brett Carter, Andrea Kent, Wendy Carter
 - Motion to approve: Len
 - Second: Jim
 - Discussion:
 - None
 - All in favor, motion carries.

New Business

- Treasurer's Report: Review financials, Summary Income Statement
 - Motion to approve: Larry
 - Second: Len
 - Discussion:
 - We've made significant strides to overcome deficit budget, new preschool projections show correction from initial proposed budget.

- All in favor motion carries.

Next meeting date: March 20, 2024 at 4:30.

Newsletter schedule: March - Mitch ; April - Renee; May. - Sara; June - Nic; July - Len

Mission and Vision statement: *Gathering to worship, connecting with Jesus, serving our neighbors: God calls us to live faithfully, follow Jesus boldly and serve others joyfully.*