

Calvary Lutheran Church
Council Meeting Minutes
February 17th, 2026

Council Meeting was called to order at 5:05

Members present; Sara Odden, Gina Nelson, Jayne Kraemer, Rodney Rice, Zach Finley, Sonia Sykora, Jim Blair, Kody Ebach, and Troy Kilpatrick.

Staff present, Senior Pastor Tim O'Shields, and Accounting Manager Tammy Drewitz.

Meeting began with roundtable introductions of all in attendance welcoming Sonia, Jim, and Kody.

Devotion – Provided by Rod Psalm 51.

Quorum – Established

Approval of December Meeting Minutes – Motion made by Jayne and 2nd by Rod.
Approved.

Rostered Leaders Reports

- a. **Finances** with Tammy – Tammy began by handing out copies of the 2026 Budget. She provided a brief outline of the financials by clarifying the Unrestricted Dollars as the Operating Budget, Designated Dollars as money specific to a use, Capital Budget as dollars set aside for facility projects.
Overall, January was a positive month. With strong incomes still coming from year end contributions. Expenses were down compared to year prior and helped in our final figures being a positive \$6,500. Wednesday Meal program basically broke even which is good news compared to prior months and hopefully trending in a better direction. Tammy also pointed out on the Balance Sheet the movements of dollars to support prior Council approvals of dollars to both the MIF and the creation of a new Outreach Fund Balance.
Lastly results were shared on average weekly attendance. Yearly averages for both On-Site and Online attendance were shared as follows. 2024 On-Site average 399 and Online 23. Compared to 2025 On-Site 410 and 221 Online. This represents a growth of 49% from year prior of which much can be attributed to online program offerings.
- b. **Pastor Tim** – Handed out an outline to provide a recap. Highlights and talking points are as follows.

A Front Office Coordinator Julie Rustan has been hired and will start work on February 25th.

Recruitment for the **Director of Music/Organist** position has begun and a finalist Jeremiah Knudson will be in person the week of February 19th – 22nd.

Worship Production and Media Specialist will be a staffing priority. It is needed and necessary to move forward, currently volunteers are helping to keep the programs moving.

Associate Pastor recruitment is in progress with no new information to share at this point. Currently utilizing assisting ministries to help with service. As example Levi Silva helping on February 15th. Others can assist Pastor Tim to help with services.

Building Utilization – Pastor Tim spoke about efforts to create a pre-school age program by this fall for families.

Evangelism – Pastor Tim suggested the creation of Ice-Breaker cards to assist congregation in inviting and growing the church.

Pastoral Care Program or “Called to Care”– Volunteers Myron Nelson and Dee Myers are working with Pastor Tim to create a visitation system (routes) to check in with members in need.

Worship Reach 2026 – Try and build Wednesday meal and service to a better system by Fall. Continuing with Saturday service offerings due to loyal attendance. Discuss and possibly re-imagine Sunday services, with 2 options Traditional and Praise and Worship. Music is important to this potential development.

Confirmation and Younger Youth – Review current Education Committee organization and overhaul current structure. Review Confirmation and Curriculum plans for 26-27 efforts. Build a Music Program for the children with new Music Director.

High School Youth – Pastor Tim taking over the lead following Deacon Tom’s retirement. A Mission/Recreation trip is in the summer plans. A Rummage Sale will occur as volunteers are already available to help support the youth. ELCA National Youth Gathering will occur in 2027, and we will plan to attend.

Organ Maintenance – Pastor Tim brought up the topic of a more proactive maintenance program regarding the substantial investment that the church organ is for the congregation. We will need to be willing to accept costs associated with its continued upkeep.

Executive Committee Elections – Tabled from earlier in the Meeting. After additional communications the following slate was presented to the Council.

President – Sara Odden

Vice President – Gina Nelson
Treasurer – Jayne Kraemer
Secretary – Troy Kilpatrick

Motion to approve the Executive Committee made by Rod and 2nd by Sonia.
Approved Unanimously.

Discussion to move next Month's Council Meeting to March 24th agreed upon by
consensus.

Motion to adjourn Meeting made by Kody and 2nd by Jayne. Approved by Consensus.

Next Council Meeting March 24th at 5:00 Calvary Lutheran Church.