

**Calvary Lutheran Church
Council Meeting Minutes
September 16th, 2025**

Council Meeting was called to order at 5:03

Members present; Joey Younie, Sara Odden, Gina Nelson, Jayne Kraemer, Rodney Rice, Cindy Kinzley, Zach Finley and Troy Kilpatrick. Julie Richter (absent/sick),

Staff present, Intentional Interim Pastor Steve Brandsrud

- a. **Devotion** – Provided from the Devotional “Jesus Calling” by Sarah Young. Theme of “I designed you to live in union.”
- b. **Quorum** – Established
- c. **August Council Meeting notes.** Motion made to accept by Sara and 2nd by Rod. Unanimous approval.
- d. **Agenda** – approved by consensus

2. New Business

- a. **Council Expectations** – A reminder conversation of how items discussed in the Council meetings sometimes require confidentiality. While action plans may be discussed and approved sometimes these actions are items in process during the coming month and it’s appropriate to wait for official confirmation of task completions especially regarding employees and job tasks. This responsibility for confidential communications is equally shared by staff and council present at the council meetings.
- b. **Pastoral Candidate Next Steps** - Pastor Tim O’Shields is set to host at Calvary on Wednesday, October 1st and meet congregational members during the meal ministry. A vote of call by the congregation will be conducted by the Call Committee and Council Members present at this service. His approval will be known at conclusion of the evening.
Pastor Tim has prepared a 1st 100 Day Plan and it has been provided to the Council by Joey.
Jon Johnson (from the Call Committee) is providing updates at services prior to this important vote.
Interim Pastor Steve has indicated that he is willing to stay as Pastor Tim starts to help provide support during transition.
- c. **Call Committee Next Steps** – The Call Committee is willing to assist with the pending opening for Associate Pastor (Tom retires Feb. 1st).

3. Old Business – Review of Committees

- a. **Finance** – Jayne - Continue moving forward as needed with a potential frequency of monthly as required.
- b. **HR** – Currently Ad-Hoc to move to the Executive Council once new handbook is approved.
- c. **Education** – Current Council Representatives (Sara and Zach) to be invited to attend meeting and be provided update reporting from the educational team leads.
- d. **Endowment** – Joey to reach out to Committee Chair and find out next steps.
- e. **Nominating** – Gina will reach out to Jessica Gromer to check in on status of the committee.
- f. **Generosity** – Troy – Recommended that Generosity become more focused on Outreach within the Community in developing an annual calendar. Other parts of Generosity such as the Annual Fall Campaigns are in good hands and operate more efficiently with fewer involved in the process. It is not necessary to see this as part of the committee's functions.
- g. **Music** – Allowing new Pastor to determine how this committee fits in the future efforts.
- h. **Membership** – Concerns over the definitions of membership and that they are not shared and understood. Action centered on Council and new Senior Pastor working together to create the accepted language of official membership within Calvary. This is likely to result in elimination of this committee.
- i. **Congregational Care** – Cindy – Multiple volunteer groups who support Calvary was suggested to fit inside this grouping. This was proposed as a new Committee. Cindy will craft an outline.
- j. **Wednesday Evening Meals** – Joey to have conversation with Aftin Eich to see what her vision of the volunteers and efforts that are occurring may need or want for support.

4. Reports

a. Interim Pastor Steve – Pastor Steve has continued to provide stability to Calvary and has gotten the Wednesday programming off to a great start. Additionally, making himself and Calvary available for funeral services within the calendar.

b. Financials – Presented by Jayne – The month of August while disappointing when looked at separately basically performed as anticipated with lower incomes projected from the beginning. While Incomes dropped for the 1st time below year prior by (\$15,838 or 3%) strong expense management reduced its impact. Expenses are below year prior by (\$38,702 or 7.4%). Generally, August is viewed as a setback but anticipated. When looking at year to date we are still in a positive position of +\$24,611 over the breakeven mark for the

current calendar year. Optimism exists surrounding the pending Fall Campaign and the momentum of new leadership heading into Christmas.

Other notes of interest. Past water bill issues have been resolved to satisfaction and a downpayment of \$22,000 has been made on the new outdoor Calvary Church signage.

Motion to adjourn made by Gina and 2nd by Zach – Approved Unanimously.

Next Meeting October 21st.