



Mount Calvary Lutheran Church

Council Meeting Minutes

Date: March 15, 2022

Time: 6:30-8:00pm

Location: Fireside Room

Invitees: Eric Baertsch, Corey Baisch, Jeremy Bierlein, Rebecca Gierok, NaDyne Glidden, Tom Jenkins, Andy Lees, Katie Radmer, Molly Schutz, Chris Slania, Kelli Weiss, Melissa Meinhardt

Opening Prayer

Approval of minutes from the last meeting – January 18, 2022

- Motion to approve the minutes from the last meeting
 - Moved = Rebecca
 - 2nd = Jeremy
 - Motion passes
- Email request to approve an increase to our current ministry personnel budget of \$10,000 (to cover the wages for the Faith Formation Coordinator position), plus \$765 for employer FICA taxes for 2022. Total increase of budget = \$10, 765, using additional money out of the payroll protection program.
 - Moved = Rebecca
 - 2nd = Molly
 - Motion passes

Finance Updates – Eric Baertsch

- Deanna sent out February report
 - \$30K ahead for the year – YTD budget shows we should be -\$10K. There was only about \$15K in prepaid offering that was in 2022. It gets placed in dedicated fund and moved to in January – therefore January usually looks good.
 - Rationale for why we were ahead – the budgeted expenses were \$13K lower – but that could be due to straight line budgeting.
 - Mortgage is up in September – need to look to refinance

Old Business -

- Leadership session feedback (Pastor Tom)
 - They crammed 4 of 5 sessions in the 2 nights we have
 - 5th session was supposed to be following up action plans
 - Program might be for a less mature congregation
- LeaderWise next steps (Pastor Tom)
 - Mary Kay would like to meet with us in the April Council meeting (might start meeting a bit earlier)
 - She has the list of things we have on our list (including post-it notes)
 - Front yard, RIC, rethinking starting back up

- Synod Toolkit update (Rebecca and Melissa)
 - Various slides of presentations from that day: <https://spas-elca.org/2022-tool-kit-resources/>
 - Young adult ministry - Pastor from U of M – how do we foster what we have
 - Hoping for more information around how we bring people in
 - How do we talk about our faith in a safe space
 - Create a culture of authenticity and vulnerability
 - Allow spaces for questioning faith
 - Creating Caring Community
 - Discussion around mental health
 - Shift how we see and interact with people that have a mental illness
 - Use accurate and respectful language
 - Resist disrespectful language in the media
 - Knowing symptoms of mental illness
 - Creating communities of help and support
 - What we can do
 - Educational sessions around mental health
 - Working with leaders to ensure that mental health resources are available
 - Events focused around mental illness awareness
 - All staff and council members go through mental health training, peer support member talk to congregation
 - Reconciling in Christ
 - They started at a foundational level and illustrated with good stories
 - Would like to bring in the speakers (Ashley lives in Eagan)
 - Missions
 - Spoke about the missions most widely sponsored by ELCA churches – did not find it applicable to our church
- WE LOVE COMMUNITY update (Pastor Kelli)
 - Received Thrivent action grant, created gift bags – Team of all ages put together bags
 - Next event: Progressive Campfire – end of April – Wednesday night?
 - Kelli will send out an email to the team
- Parking lot lights Update (NaDyne)
 - They are not fixed at this point due to the weather
 - We are going to get on the schedule as soon as possible
- Update on conversation with Dakota County (Pastor Tom)

New Business – Decisions/Approvals

- Masks at Mount Calvary (Andy & Tom)
 - Staff is considering eliminating masks, with exception of vocal choir
 - Can we use some local numbers that we can use the guidelines (district is using the adjusted CDC guidelines. Can we use the Dakota County benchmarks (red, yellow, green)
 - Motion to make masks recommended but not mandatory, with a section in the sanctuary for those that prefer to remain by masks people. Also want to allow

discretion for staff to require masks in certain situation. Choir and Sunday school will remain masked. We will align our ongoing decisions with the Dakota county measure for continued guidance (Green = masks optional, Yellow and Red = masks mandatory). Effective 3/20/22.

- Moved: Jeremy
- 2nd: Eric
 - Closed vote: 9 yes and 0 No
 - Motion passes
- **Serving donuts on Sunday mornings (NaDyne)**
 - Motion to begin serving donuts
 - Moved: Rebecca
 - 2nd: Katie
 - Motion passes

Deferred topics

- Guidelines/agency to follow for mask mandate in the future (Andy & Tom)
- 2022 Synod Assembly (Pastors Tom & Kelli)
- Synod ministry grants (Pastor Tom)
- Sexual Misconduct/Youth Protection Policy Revision (Pastor Kelli)

New Business - Discussion

- Landscaping design sharing (Pastor Tom)

Future Business

- Council goal setting
- Name Value – Reconciling in Christ
- Endowment Fund

Adjourn/Lord's Prayer

Motion to Adjourn

- Moved: Rebecca
- 2nd: Chris
 - Motion Passes

***Added Email Motion on Wednesday, April 13th, 2022*:**

- *“Motion to allocate \$100 from the council's discretionary funds to purchase a baby gift to our mission partners in Asia, Susan and Ishak Derek.”*
 - Moved: Molly
 - 2nd: Rebecca
 - Motion Passed