



Council Meeting Minutes 12/19/2023

ROLL CALL:					
P	Andy Bake	P	Debby Hansen	E	Matt Schreiter
P	Ashley McCabe	P	Jay Beiersdorf	P	Stephanie Macedo
P	Pastor Ben Williams	E	Jill Decker	E	Sue May
P	Charlotte Gillis	P	Joe McCabe	P	Tanya Alsteen
P	Cheryl Vanderkam	P	Majriela Macedo	E	Zachary Graf

Devotion: Pr. Ben opened the meeting was opened with a word of prayer.

Call to Order: Andy Bake called the meeting to order at 6:17pm.

Consent Agenda: The previous minutes should reflect \$1000 in the positive (\$616,189.05). Cheryl Vanderkam made a motion to approve the Consent agenda. Tanya Alsteen seconded the motion. The motion passed unanimously.

Old Business:

- **2023 Budget Update** – Jay noted that at the end of November monthly giving was \$3000.00 in excess of expenses. Calvary is only \$92,000 in the red. Giving has been getting stronger and trending a little better. End of Year is normally when people catch up on their pledge or give larger amounts.
- Utility bills are running higher than what is in the budget. This would be a short fall. It was also noted that Pastor Ben has 4 weeks of vacation. Currently there is only \$500 in the budget for fill-ins. This year Calvary spent \$550 each week x 3 weeks = \$1750.00 short. Pr. Ben has some ideas how to navigate this. It was indicated that we may only need 2 fill ins for 2 weeks vs. 4. The thought is we could have lay people run the service. We can also have Confirmation students lead the service.
- **Constitution Discussion and Bylaw Review** – Discussed what an employee is at Calvary. Joe McCabe prepared a document that council reviewed.
 - The following paragraph is being **removed** from the Bylaws:
 - “Employee: An Employee is defined by the Internal Revenue Service under common-law rules is anyone who performs services for the church is an employee of the church if you can control what will be done and how it will be done and is compensated for that service.”
 - The following verbiage **will replace the employee verbiage** as it relates to what is considered a Calvary Staff Members: “Calvary staff members who work 20 hours or greater per week and therefore earn paid time off benefits.”

The Executive Committee suggested that our constitution, bylaws, and articles reflect that a staff member would **not** be eligible to hold a seat on the Congregation Council. If part time members working less than 20 hours meet all requirements set forth in the constitution, bylaws, and articles, they should be allowed to hold a seat on council, if elected.

- **C12:11** will be changed from “No employee or his or her spouse may service on the Congregation Council.” **to read** “No **staff member** or his or her spouse may serve on the Congregation Council.”
- **C12:12** will be changed from “Representation of the Congregation Council shall be limited to one member of a church household.” **to read** “Representation on the Congregation Council shall be limited to one member of a **family – parent, child, spouse, sibling or grandparent.**”

- The council felt that multiple people in one family could create a monopoly. Immediate family is defined as a parent, child, spouse, sibling, or grandparent. Only one family member per household can serve on the Congregation Council.
- **C13:6, 3** states: “There shall be a Long Range non-programmatic Committee which consists of a total of five to seven members. These members consist of immediate past presidents on the Congregation Council and have two members appointed by the Executive Committee from the congregation at large. The committee is to elect its own chairperson from among the congregational members at large. Term of office shall not be less than three years nor more than five years.”
 - **This entire paragraph is to be removed.**
- **C12:13 – This is a new bylaw.**
 - **“Any congregation council member acting on business that will directly benefit themselves, or any member of their family should recuse themselves from both the discussion surrounding, and the vote on that business.”**

A motion was made by Debby Hansen to accept the changes that were recommended to the Bylaws by the Council. The motion was seconded by Majriela Macedo. The motion was approved.

- **Plan for Sharing Constitution with the Congregation** – The Annual Meeting will be held on January 28th. We will hold Congregational Meetings on the following dates and times:
 - Sunday, January 7 at 9:00am (Sanctuary)
 - Thursday, January 11 at 6:45pm (Sanctuary)
 - Sunday, January 21 at 9:00am (Sanctuary)
- **Nominating Committee Update** – Char indicated that 2 people have agreed to serve, 2 have not committed. If anyone has any recommendations, please get the names to /char and Sue in the next couple of weeks.

New Business:

- **Church Cleaning in January** – Stephanie will be making a sign up on Sign Up Genuis. Council members should complete sign up by Noon on Thursday, December 21. Mariela will talk to Angel to see if we can have confirmation nights for the 6th, 7th, and 8th grades.

Communication:

- Stephanie will send an email to council with the sign up for the church cleaning.
- Andy will send an email to Steve about attending the constitution meetings.
- Andy and Ashley read a thank you note from Pr. Jerry.
- The people presenting at the annual meeting include Jay, Andy, and David Gehrke. Andy will reach out to David Gehrke from endowment.
- Majriela will contact Angel about confirmation nights.
- There will be no meeting January 23 at 6pm.

Adjournment:

A motion was made by Cheryl Vanderkam to adjourn. Jay Beiersdorf seconded the motion. The motion passed unanimously.

Respectfully submitted,

Stephanie Macedo

Stephanie Macedo
 Council Secretary
 Calvary Lutheran Church