Minutes are unapproved until the next Council meeting

COUNCIL MINUTES

December 20, 2017

List of attendees is attached

**Call to Order – Review of Agenda:** Larry Dávila, Co-Moderator, called the meeting to order at 6:34 PM.

**Prayer, Concerns/Celebrations of Church Family:** Senior Pastor, Anne Scalfaro, reported about illnesses, deaths and celebrations within the church family and led in prayer.

**Gathering Norms:** Larry Davíla, Co-Moderator, led in the reading of Calvary Council Gathering Norms.

**Approval of November Council** **Meeting Minutes**: The Minutes from the Council Meeting held on November 15, 2017, were approved with one correction. The Membership Team would like to enlist 20 people, not 10.

**Church Highlights:** We are thankful for our committed staff who lead our church. Members of Council spoke highly of the memorial services that Pastor Anne has conducted. The Men’s group had 36 men at their last gathering. An outdoor sign advertising Christmas services was donated by Kevin and Jen Jonell.

**Financial Report, Budget Reconciliation Committee:** Cindy Ponikvar reported on Cash Basis Profit and Loss by Month and Budget Performance. It is expected that the year will end in the black.

To date the Budget Reconciliation Committee showed that 151 pledges have been made for $598,243, down $28,000 from last year. Pastor Morgan Fletcher gave a passionate plea for dreaming and envisioning Calvary’s ministry, including the need to maintain and update the church website, connect to social media, and to tell Calvary’s story beyond our own congregation.

**Committee Reports:** Resource Management chair, Ken DeHate, told about asbestos that needs to be mitigated as a result of the fire. Insurance rejected the first claim. Ken has a meeting on December 22 to discuss this with the insurance company. The HVAC project will be completed within four to five weeks.

Staff Relations chairperson, Susan Wirt, reported that Danni Snyder is on leave till January 30, 2018. Staff Relations and the Co-moderators conducted a performance review of Anne Scalfaro. Staff Relations has finished revising the employee handbooks and contractor policies and will meet with staff to go over these. They will be submitted for review by a Human Resources expert affiliated with our payroll provider.

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Music search committee update: Pastor Anne Scalfaro reported that three local people are interested and interviews will take place in December and January. Ana Spadoni will serve as interim through April 1.

Pastor search committee update: Pastor Morgan Fletcher reported that interviews will take place in January.

Membership Team: Garland Thurman reported that the first meeting was held last week. Sixteen persons signed up to be on the committee and they would like four more members. Nine topics were discussed including how to show current members that they are valued, how to attract new members, manning the kiosk, choosing five team captains, having a calling group that will call persons who have been missing. The five team captains are responsible for the calling group and two team captains will be responsible for the Kiosk/Information area. Bill Ponikvar will help with the training of kiosk workers and ushers.

**Nominating Committee:** Nancy Hoffmaster of the Nominating Committee presented the leadership ballot. Nancy moved to accept the slate. The Council approved it unanimously.

**Annual Meeting:** January 24, 2018. Potluck dinner at 6:00 PM. Business meeting will begin at 6:30 PM.

**Policies Update:** Larry Dávila mentioned that policies for Finance Committee, Resource Management and Staff Relations need revision. Larry asked for volunteers to work on these revisions to be completed by March 15.

**What Are You Hearing? Unity of Message:** A question was brought up about serving communion to children. It is up to the parent to make that decision.

**Adjourn:** The meeting was adjourned at 8:20 PM.

**Next Council Meeting: January 17, 2018**

Respectfully submitted,

Margareta Jonell

Church Secretary