



**Messiah Lutheran Church of Camrose**  
**Church Council**  
Wednesday, June 30, 2021  
Via Zoom  
**MINUTES**

*SHARING JESUS CHRIST WITH ALL PEOPLE*

Present: David Dahle, Carolyn Andersen, Agnes Hoveland, Dave Larson, Donny Loewen, Lael Olson, Dave Stolee, Gail Stolee, Pastor Calvin Skriver, Pastor Bev Swanson

1. President called the meeting at 7:05 p.m. Pastor Bev opened with prayer.
2. **MSC** to hold meeting via Zoom
3. The purpose of the meeting was to consider the recommendations of the Budget Task Force. The process was to move through point by point, assigning tasks or in some cases deferring further consideration. The convener of the BTF from Council reminded us that this was a preliminary brainstorming exercise and not intended as a full and complete template for the financial future of Messiah. Note: The recommendations are presented in italics. The actions follow in regular font. The rationales have been deleted, but Council has these in the original document from the Budget Task Force.
4. Review of Recommendations of the Budget Task Force.

Based upon the Terms of Reference for our task force, we offer the following recommendations for the consideration of Church Council:

**SHORT TERM RECOMMENDATIONS**

*1. Review in detail all positions in the major item of the budget under expenses of Salaries and Benefits to see if any restructuring is possible or beneficial to deal with expenses.*

In light of the July 31, 2021 departure of Pastor Calvin, no action was considered.

*2. Inform the members of Messiah tri-annually ... January, April, and September of the status of the budget and if there are any special areas that are requiring attention*

**MSC** that Council advise members of Messiah at least tri-annually (January, April, September suggested) of the status of the budget.

Notes: This could be done via the Messenger. The previous treasurers have been doing this on a regular basis. Perhaps there needs to be a higher profile given to this information, or it needs to be presented in a different way.

*3. Discuss with our two pastors whether or not either or both of them would consider a part-time ministry.*

This was set aside for now but may come into play again as we review our overall structure and positions.

*4. Review the terms of the contracts of employment to determine whether or not some reductions in hours and pay could be achieved.*

As with item 3, this was set aside pending an overall review of structure and staffing.

5. *Consider an appeal for final donations to the roof fund.*

Funds in the neighborhood of \$5,000/month continue to come in. It was decided not to discourage this giving.

Note: Messiah needs to plan ahead for further roof repairs to cost about \$75,000 sometime in the next five years.

6. *Review the council's delegation of authority and the process of accountability regarding the staff and ensure that it is clearly understood by all the staff members. Along with this, ensure that rigorous procedures are in place, and adhered to in order to safeguard the expenditures of funds.*

An overall operational review, carried out in consultation with those expected to fulfill the affected roles, is needed. The review is intended to incorporate all aspects and ensure that position descriptions, responsibilities, scope of authority, policy and procedures, reporting responsibilities, etc., are clear, appropriately documented, well understood, and workable.

The pressing question in all of this is, "What will happen on August 1?". Carolyn and Agnes will meet with Pastor Calvin, Pastor Bev and Lori Mokry to discuss what needs to be covered off and how that might be accomplished for the next six months.

Andersen  
Hoveland

They will submit a report/proposal to Council for review. Council will deal with the report via email and meet if necessary.

Pastor Bev needs to know as soon as possible what the expectations will be for additional help with Sunday services.

7. *Provide members with information relative to current giving levels by members and develop an "Ask Program" where members are asked what they plan to give for the fiscal year.*

This may need to go back to the Budget Task Force for amplification on what it might look like. To be determined.

8. *Freeze salaries at the same level as last year.*

The current budget already includes an increase for this year. It may need to be revisited next year.

9. *Review and renew the council's governance process.*

This was deemed not necessary nor appropriate at this time.

## **LONG TERM RECOMMENDATIONS**

1a. *Explore possibilities of sharing ministries of with other churches who may also be concerned about their budgets (e.g. Anglican, United, Catholic) .... Ministries of music, study groups (education), preaching.*

1b. *Explore possibilities of shared ministries with other Lutheran Churches within a 30-minute radius who may also be concerned about their budgets and resources including ministries of music, study groups and youth.*

President Dahle will follow up on area collaboration possibilities, particularly to discuss ideas with New Norway and Bawlf representatives and to invite them to our September Council meeting for further discussion and information sharing.

Dahle

2. *Explore the possibility of rental of the upstairs space in the AGT Building to a non-profit group such as Battle River On-line Learning, or Camrose Adult Literacy Program. It would need to be to a group that does not require handicap access. Rentals can't compete with commercial rentals, or we risk losing our tax-exempt status.*

Set aside for now.

3. *Explore the possibility of rental of the downstairs of the Main Building to a Child Care Program as it has kitchen, bathrooms and good space. Consider turning the front lawn of the church into a play area for children in a Day Care.*

Set aside for now.

4. *Explore opportunities to reduce utility costs (electricity, natural gas, and water consumption reduction measures).*

Dave Larson will take this up with the Support Committee.

Questions: What useful statistical information do we have? Are there grants available? Would a Green Task Force be a good idea?

Larson

5a. *There is need for a thorough review of the Endowment Funds. What are the sources of the funds and what are the restrictions on their eventual use?*

5b. *Regarding the Mission Endowment Fund: Change the purpose statement from NEW missions to ALL ministries (including changes or additions to ongoing ministries) and any wording change that would eliminate this restrictive purpose.*

The Treasurer will do a review and prepare a discussion paper for Council.

Stolee, D.

5. *We suggest future undesignated bequeathments to Messiah Lutheran Church should be apportioned on the basis of 50% for general operations and 50% for the endowment funds.*

This will be part of the Treasurer's review and report.

6. *We recommend that Messiah sponsor Planned Giving Seminars to enable people to better understand stewardship extends beyond our life.*

This was referred to the Learning Committee.

Loewen

Other Business

1. There was a discussion about membership and how Messiah shares God.

2. The recommendation of the Worship Committee regarding re-opening will be circulated to Council via email for vote.

3. President Dahle will contact the banks to set up signing authorities.

Dahle

Pastor Calvin closed with prayer at 9 p.m. Adjourned.