



Annual Congregational Report

MAY 19, 2024

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Agenda

1. Call to Order
2. Approval/amendment of minutes from financial congregational meeting - January 21, 2024
3. Recognition of Outgoing Council and Ministry Team Members
 - a. Corey Baisch and Morgan Becker - Outgoing Council Members
4. New Business
 - a. Election of 2024-2025 Council and Ministry Team Members
 - i. Doug Hurd - Council Member
 - b. Vote on sale of north property
 - c. Reveal of Reconciling in Christ (RIC) Welcoming Statement
5. Adjournment

**Mount Calvary Lutheran Church
Finance Meeting Minutes
January 21, 2024 at 10am**

- **Council President, Rebecca Gierok called the meeting to order at 10:32 a.m.**
 - Moved: Rebecca Gierok
 - Second: Darin Broton
- **Motion to approve Minutes from Annual Congregational Meeting on May 21, 2023**
 - Moved: Lisa Anderson
 - Second: Jeff Krohn
 - Motion Passes
- **Financial Report and 2024 Budget – Eric Baertsch, Treasurer**
 - **2023 Results**
 - Balance sheet review
 - Total offering \$45K over budget
 - Total Income \$60K over budget
 - Expenses were closer to budgeted ~\$7 over budget
 - Operating reserves will fund the budget overage
 - Only liability is the church mortgage
 - We budget \$5K to go into asset renewal to cover anything that may need to be repaired or replaced
 - Landscaping project was completed just over \$95K
 - **2024 Budget**
 - We lowered the budget for giving compared to this last year's actual
 - The old parsonage will not be used, so we are budgeting zero for rental income

- Interest income was budgeted for zero, so anything we receive will be extra income
 - Salary did include cost of living adjustment and more hours for part time individuals to cover NaDyne's duties
 - Computers will be updated this year (asset renewal account)
 - Stewardship was a little higher than budgeted in 2023, so that is reflected in the 2024 budget
 - ELCA Benevolence – budgeted 2.5% of offering.
 - Worship repairs – there used to be a dedicated account for the organ. That dedicated fund does not have enough money, so we have added it to the worship expenses
 - We will need to pay for utilities in the parsonage due to no renter covering the cost
 - Property and liability insurance – 50% increase – switched to a monthly payment
 - \$57K loss is budgeted for 2024 - \$118K in Operations reserve (to be increased when Employee Retention Credit Comes in
 - \$160K gift for Endowment fund is in a CD
- **Mission Mount Calvary 2023 Gratitude & Opportunity**
 - Brian DeYoung as Director of Music Ministry
 - Generosity of giving
 - Wisdom of council and finance teams
 - Participation of people in events and spirit of hospitality
 - Reconciling in Christ
 - Transitions and Staff - NaDyne is retiring, Katie and Kelly Birkmaier will be taking over some duties. There will also be a part time front office person and shadow Kay.
 - North Property Dreams – NaDyne and Tom met with COO of MACV – mission to end veteran homelessness and Lennar Builders: Possibility of them purchasing north portion of the property. Valued at roughly \$360K – could pay off mortgage. – Another meeting is happening in February with

our finance council to show mock-ups and financials. We will still be able to serve the AL-ANON members as well.

- **Discussion:**

- Jean Taylor – Was Benevolence lowered? Yes, it was 3% last year, and 2.5%
- Janine Hudson – Why didn't we fix the mortgage when interest rates were low – We are only able to fix the rates for 5 years.
- Darrin Broton – Is the Church on an ok trajectory operating in a deficit? – Actual budgets have been much better than projected, and we do have the operations reserve to allow us to move forward. We have been blessed with extra giving.

- **Pastor Kelli will be going on Sabbatical ~May 15th -August 15th**

- **Motion to Approve the 2024 Budget**

- Moved: Jeff Swenson
- Second: Cathy Severson
- Motion Passes

- **Motion to Adjourn**

- Moved: Molly Schutz
- Second: Laurie Baertsch
- Motion Passes

Minnesota Assistance Council for Veterans (MACV) Housing for Veterans

The following are important insights about the potential sale of the north portion of Mount Calvary's property to Minnesota Assistance Council for Veterans (MACV) for development by Lennar Builders.

1) Draft Resolution

Mount Calvary Lutheran Church, Eagan, MN
Resolution to Sell a Portion of Property
Annual Meeting, May 19, 2024

"Be it resolved that Mount Calvary Lutheran Church, 3930 Rahn Road, Eagan, MN 55122; and its members, hereby on this date and day, Sunday, May 19, 2024, approve allowing the Church Council to negotiate the sale of approximately 2.1 acres (the north property) to Minnesota Assistance Council for Veterans (MACV) for the purpose of development by Lennar Builders for a Veterans' Village as represented in provided sketch and to negotiate an agreement for the north parking lot usage and cost-sharing arrangements for maintenance and improvements; with Mount Calvary Lutheran Church receiving a fair market price based on the appraised value of the land."

2) Property Logistics/Questions

- MACV will own and manage the property.
- The Community Garden remains in place on City of Eagan property and managed by the Open Door.
- Property lines will be 15 feet to the north of the driveway and 10 feet west of the northern parking lot. This preserves the walnut trees lining the driveway and the lighting near the north parking lot.
- The parking lot is not being sold.
- Access to the ravine remains intact within the revised property lines.

3) Veterans' Village

- Veterans' Village is permanent housing and **not a shelter**
- Veterans' Village is for single males, single females, and families
- Veterans' Village is not female only housing

4) Land Sale Process

- The project needs approval from the Metropolitan Council and City of Eagan.
- The motion solely focuses on the potential project with MACV and Lennar. If this project is not approved, there is not a backup option currently.
- An approval of the motion empowers the Church Council to negotiate and sell a portion of the property for the MACV project.
- If approved, the sale could happen as early as fall 2024, with development slated for 2025.

5) What will the proceeds of the sale be used for?

- The Church Council intends to use the proceeds from this land sale to eliminate our church mortgage.
- As of March 2024, the mortgage stood at \$308,216.81 with monthly payments of \$2560.20 and an annual total of \$30,722.40.
- Clearing this debt allows funds to be used for staffing, ministry, and congregational creativity!

6) Financial Risk of Deferred Maintenance on Alano House and Parsonage

- Both the Alano House and Parsonage require significant deferred maintenance, which will ultimately prove to be costly.
- The current zoning of the property restricts potential uses of the buildings.
- The Alano House specifically needs foundation work, plumbing repairs, and a new roof in the near future.
- The financial strain of maintaining and repairing these buildings exceeds the current capacity of the Asset Renewal Account.

Please note that the following photos are conceptual renderings and they are subject to change.



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Draft Reconciling in Christ (RIC) Welcoming Statement

We, the community of Mount Calvary, believe God's love is a gift to be shared unconditionally.

We commit to welcoming people of all sexual orientations, gender identities and gender expressions, races and cultures, ethnicities and national origins, physical and mental abilities, family configurations, and socio-economic status.

We believe that every person is beautifully and wonderfully made in the image of God (Psalms 139.14) and that God brings us together in our wide diversity to love and serve one another (1 Corinthians 12:13).

We celebrate all of whom God created each of us to be. We work to build a community where all are accepted, known, treated with respect, and are challenged to grow.

We welcome each person in their entirety.

We believe that God is about healing and reconciliation; putting lives and the world back together where there is fear, hate and brokenness (2 Corinthians 5:17-18).

We commit to listening and learning where there has been exclusion, inequity, and discrimination in the church and in society. We ask forgiveness for the times we fail to love as God loves us.

We commit to the work of racial equity and economic justice, and we stand with those advocating for human dignity for all God's children.

We love all, because God loves all.

Message from Pastor Tom Jenkins
Lead Pastor

Dear Friends,

It has always been a gift to reflect back upon the recently completed programmatic year at Mount Calvary. While we make many plans about how we see the year playing out, there are always surprises along the way. A big surprise for our congregation is the quick transition in our staffing. While we did not expect to be making a change so quickly, I am very confident in the ability of this congregation to continue moving forward. We are so blessed by the musical abilities of so very many people in this place. We are quickly reshaping our staff job descriptions and busily dreaming about the new opportunities we will have helping develop and equip the musical leadership of Elsa Buck and Sam Ryden. God continues to bless Mount Calvary.

This meeting also represents a pivotal moment in the life of this congregation. The vote we are taking regarding the development of our north property by Lennar Builders on behalf of MACV. We are thrilled to have this opportunity to make an impact on the lives of our neighbors. Thank you so much for your willingness to discern what God is up to in this place and within our community. Thank you for your willingness to be open to seeing how God might use our love and empathy. This project would also open up a myriad of possible partnerships with both veterans and the Dakota Alano Society. Mount Calvary continues to be a congregation that looks for new ways to care for others! Thank you!

I would also like to take this opportunity to thank a variety of people. We are blessed in this congregation with a mission-minded and faithful church council. Thank you to each and every member of council - Rebecca, Jeremy, Eric, Molly, Katie, Trygve, Jeff, Corey, and Morgan. Your care for this community and your wise leadership is appreciated. To all our teams and volunteers - I am sure that I do not thank you enough for all that you do to make ministry happen at Mount Calvary. Finally, let me thank all the staff that make working and serving at Mount Calvary such a gift to me. David, Karen, Kelly, Bob, Kay, Sandy, Alanna, Wendi, Liz, Katie, and Pastor Kelli. It is a privilege and an honor to serve the people of Mount Calvary with you.

Thank you to each and every person who calls this Christian community home. I have been so blessed to be one of your pastors for these past 11 years. You are a joy and a gift as a people. I am continually grateful for your presence and participation here.

With Love and Gratitude,

Pastor Tom

Message from Pastor Kelli Weiss
Associate Pastor

Hello everyone!

It is such a joy to get to be one of your pastors. Every year that I am here, I am more and more grateful for each of you. My greatest joy is watching you all build and celebrate friendships.

Here are some of the things that I got to be a part of this year that I want to celebrate:

Summer Pop Up Community Events: We gathered small groups of folks for various community building activities led by members of the congregation- live music at Eagan Marketfest, Beer Choir, campfire, canoe day trip with Camp Amnicon, and supported some of our students Eagan Community Theater's "Wizard of Oz." It was a fun way to gather different groups of people to connect with each other over interests and faith.

Bible Studies: Each Monday morning, we gather a group of folks for bible study on Zoom. This group has been meeting since 2020 and at times has included people across the US. The Women's Bible Study meets on Wednesday mornings- we've used bible studies related to the lectionary texts as well as some new books. You're welcome to join us!

Camp: We sent 28 students (and a few adults!) to camp at Luther Crest Bible Camp in Alexandria, MN. This congregation raised nearly \$7,000 last year to support those students- thank you so very much for your generosity. The time away was meaningful, life-giving, faith-developing, and relationships were formed and strengthened.

Wednesday Nights: Wednesdays are some of my favorite nights of the week and I believe are some of the best community building that we do! It's so heartening to see a Fellowship Hall full of people of all ages eating dinner together, kids running around and playing, confirmation, choirs, youth group- all the things that make the evening so great. We were able to add Wednesday night worship back into the mix and created sermons that connected to the lessons we were using for confirmation. Liz Lindner has been such a gift to our work with young people, as well as all the dedicated Sunday morning faith formation leaders. Thank you to our high school youth group leaders and confirmation mentors: Brian Hornbecker, Jeff Krohn, Kelly Moffit, Kelli Nelson, and Sarah Slania.

Mission Partners: I am grateful for on on-going support and engagement with our mission partners- The Open Door, Days for Girls, Tanzania, Quilters, Rahn Elementary, serving people who are experiencing homelessness, Global Health Ministries, Jonathan House, our missionaries in Asia- Susan and Ishak. This year we gathered a group of volunteers to organize the Giving Tree to collect donations at Christmas Time- thank you for your leadership and wisdom. I just finished my fourth year on the Board of Directors for The Open Door and I am so grateful to be a part of this ministry that we helped create nearly two decades ago to feed people in our community.

Gratitude for Volunteers: Thank you for dreaming up ministry ideas and discerning your gifts and passions. I love to say "yes" to new ideas and possibilities and help you make it happen! I'm

so grateful for everyone who has volunteered, spent time with our young people, used your gifts in worship, tied your service and joy to our mission. Thank you!

Thank you for a wonderful year together!
Peace, Pastor Kelli

Message from Katie Lintelmann
Director of Administration

Mount Calvary,

Reflecting on the past year, it's evident that we've made steady progress and celebrated significant successes together. I've had the privilege of deepening connections within our community and embracing a new role. Transitioning from Communications & Office Manager to Director of Administration has allowed me to become your point person for events, facilities, and operations, while still overseeing communications.

This year, my focus has been on learning and supporting Mount Calvary in this expanded role, with a keen emphasis on enhancing our connections with you throughout the week. Collaborating closely with dedicated volunteers, we've improved our livestream and audiovisual ministry. Special thanks to David Prowant and our AV volunteers - Owen Gierok (new!), Brian Hornbecker, Jeff and Ava (new!) Krohn, Andy Lees, Luke Nickell (new!), Bruce Olson, Mike Roth, and Dan and Hyacinth Schrantz - for your unwavering dedication, which has expanded our reach to over 400 YouTube subscribers.

In stepping in the shoes of NaDyne prior to her retirement, I've been obtaining a grasp of the intricacies of managing Mount Calvary's facilities and programs. Alongside this, I've provided essential support in event planning, calendar management, meeting coordination, and supporting pastors and staff. A heartfelt thank you to Dawn Struble for her invaluable assistance in various capacities, and I invite anyone willing to contribute their time and skills (admin tasks, photography, social media, graphic design, or some other skill you want to share) to reach out and help us continue growing.

Looking ahead, I'm grateful for the unwavering support of our pastors, staff, and volunteers. Together, we're committed to gathering our community, serving our neighbors, and spreading God's love in the coming year.

Katie

Message from David Prowant
Cook and Information Technology Specialist

Cooking - with Karen Dare

Our Wednesday Night Suppers continued to be a highlight of our midweek programming this year, drawing an average of 100 attendees per week, with some gatherings seeing as many as 120 people. We're grateful for the support of both new and long-term volunteers in the kitchen, whose dedication is integral to the success of the program. To adapt to the increasing cost of food, we modestly adjusted the prices at the start of the year. Additionally, we introduced the option to pay with credit cards, alongside cash payments. Throughout the year, our focus remained on providing a diverse selection of homemade, nutritious meals that catered to the tastes and dietary needs of all age groups.

Information Technology

- In response to issues with the livestream cutting out during worship, we transitioned to a new internet service provider. Though this change didn't result in cost savings, it significantly enhanced the internet service stability.
- To meet evolving needs, we acquired and implemented two new computers. Furthermore, we updated the Sanctuary PowerPoint computer by repurposing a previous office computer with a newer model.
- We are currently in conversations with our sound and lighting company, as well as an electrician, to explore more efficient and effective lighting solutions for the Sanctuary.
- We've expanded wifi coverage by deploying a new wifi access point in the main entryway, ensuring faster and stronger connections for more users. This initiative also enabled us to enhance wifi coverage in other areas of the church. Improved wifi supports a growing network of devices, facilitating remote monitoring of systems like heating, cooling, and plumbing.
- In response to outdated equipment, we upgraded our security system to a cloud-based solution, providing easier user management and remote access. This system is also adaptable to support future security enhancements.
- Additionally, we installed a new TV monitor in the Gathering Space, showcasing upcoming events and images of past church gatherings. The main entryway monitor was similarly modified to display relevant information.

David

Message from Liz Lindner
Faith Formation Coordinator

Faith formation at Mount Calvary continues to abound with energy as we wrap up another year together!

In July & August 2023, we brought back our All-Ages Outdoor Vacation Bible School for a third year. 50 members ranging in age from infants to grandparents shared meals together, sang camp songs, and learned some of the animal stories in the Bible. These days are so full of life and energy and relationships - all the things that make Mount Calvary special. None of this would be possible without Kim Thole, who plans every detail months in advance. Thank you, also, to David Prowant, Karen Dare, and their team of volunteers for preparing dinner for us each night. Mark your calendars now for our 4th annual All-Ages Vacation Bible School (July 8-11, 2024)!

We brought back our Early Childhood programs last fall, including Infant/Toddler Sunday School and God's Children Sing. Both of these programs, along with Praise Choir and preschool/kindergarten Sunday School, meet in the newly-converted Early Childhood Room (in the former B1-B3 space), a space designed specifically for our youngest members with toys, child-sized furniture, and a circle-time rug. If you haven't already ventured down there this year, feel free to come check it out!

Sunday mornings are a time for our preschool through fifth grade students to experience bible stories with their whole bodies! Our Sunday School program served 36 students this year as we journeyed through the Old Testament and the gospels. Some highlights included a thumb wrestling tournament (Jacob Wrestles with God), using slingshots (David & Goliath), building with plastic cups (House on the Rock), and wrapping each other in toilet paper (Lazarus). We had many volunteers give their time and talents this year, but we are particularly grateful to our core team of teachers - Kim Thole, Susan Olsen, Michelle Finlon, Grace Newton, Lydia Jones, and Alexis Jones.

In July 2024, we will be bringing 22 Mount Calvary children and youth to Luther Crest Bible Camp in Alexandria, MN. For eight of these students, this trip will be their first experience at Luther Crest; the other 14 will be returning to their home-away-from-home. With your support and encouragement, our kids and families have embraced summer outdoor ministry as an essential part of their faith life.

Children, youth, and families remain a core part of what we do here at Mount Calvary, as they were when I arrived as a middle-schooler 26 years ago. I look forward to what the next year will bring!

Liz Lindner

Wendi Alexander
Children's Choir Director

The Children's Choir sang a variety of music during worship this season, including collaborations with the Sanctuary Choir. They continue to build their skills at singing in separate parts, and have worked hard to learn this skill. Highlights of the year included the sweet Christmas carol "The Friendly Beasts," and in January, "Children, Go Where I Send Thee," complete with a solo for every singer. Our May musical featured singing, acting, dancing, solos, costumes, lighting effects, the voice of Jesus, and an earthquake (complete with destructible set)!

Wendi Alexander

Message from Music Ministry Staff

Music ministry at Mount Calvary continues to thrive because of all of you. We had 50 people registered to participate in our vocal choirs, bell choirs, and music classes this year, and these folks showed up every week to share their gifts and make music in community with one another.

Wendi Alexander continued in her role as Children's Choir director, meeting weekly with our 1st through 5th grade musicians. Highlights included "The Friendly Beasts" mini-program at Christmastime and a spectacular spring musical (which Wendi wrote herself!).

Liz Lindner directed both Rings of the Lord (bell choir) and Praise Choir (preschool singers) this year. The bell choir continued to expand as the year went on, to the point that there were almost more ringers than bells. The preschoolers and kindergartners in the Praise Choir danced a lot, continued to learn more American Sign Language, and shared their gifts with the congregation in December and April.

Sam Ryden joined us this year as Music Intern, leading us in worship with his guitar and remarkable vocal talents.

Alanna Teragawa is in her 22nd year directing the Calvary Carillons handbell choir, where many of the ringers have rung that long or longer as well. Many of the ringers, including Alanna, have been ringing since 1985 (39 years!!) when the bells were first purchased. Two new ringers joined the ensemble this year and have learned how much fun ringing and socializing is in this group. These two had never rung a bell before but they quickly learned, with help from the existing ringers. The Calvary Carillons are always looking for more ringers. Did you know that there are over 20 bells that can't be used because there aren't enough ringers? All adults are welcome to give it a try. It is very helpful if you know how to read music. The ringers continued to meet weekly and perform monthly throughout the year and look forward to a trip to La Crosse, Wisconsin, in June for the Handbell Musicians of America bi-annual convention.

Each ensemble at Mount Calvary is very welcoming. All are encouraged to talk to one of the leaders above to find out just how quickly and easily it is to "give it a try". You do not have to be a member of Mount Calvary to join in the fun. Bring a neighbor!

Wendi Alexander, Liz Lindner, Sam Ryden, and Alanna Teragawa

Mount Calvary Lutheran Church
Proposed 2024-2025 Council and Ministry Team Members

Council		Term Expires
Rebecca Gierok	President	2025
Jeremy Bierlein	Vice President	2025
Molly Schutz	Secretary	2025
Eric Baertsch	Treasurer	2025
Doug Hurd	Member	2026*
Jeff Krohn	Member	2025*
Trygve Olson	Member	2025*
Katie Radmer	Member	2025
<i>Open</i>	Youth Representative	2025

Mount Calvary Lutheran Church
Proposed 2024-2025 Council and Ministry Team Members

Finance		Term Expires
Eric Baertsch	Chair	2025
Brian Brakke	Member	2025
Rich Clemens	Member	2026
Stephani McDaniel	Member	2025
Amanda Narog	Member	2026
Jeff Swenson	Member	2025
Kelly Birkmaier	Staff	On-going
Pastor Tom Jenkins	Staff	On-going

Mount Calvary Lutheran Church
Proposed 2024-2025 Council and Ministry Team Members

Property		Term Expires
Bob Grissom	Chair/Staff	On-going
Brian Hammel	Member	2026
Bill Priebe	Member	2026
Mike Roth	Member	2025
Paul Tranby	Member	2026
Jesse Weiss	Member	2025
Katie Lintelmann	Staff	On-going

Worship		Term Expires
<i>In Construction</i>	Member	-
<i>Open</i>	Staff	On-going