

**MINUTES OF A MEETING OF THE
COUNCIL OF
CALVARY LUTHERAN CHURCH OF GOLDEN VALLEY**

FEBRUARY 26, 2019

A meeting of the council (the “Council”) of Calvary Lutheran Church of Golden Valley (“Calvary”) was held on February 26, 2019, beginning at 6:00 p.m. Central Time. The meeting was held at Calvary at 7520 Golden Valley Road, Golden Valley, Minnesota 55427.

The following Council members, being all of the Council members and therefore representing a quorum for purposes of transacting business of the Council and Calvary, were present:

Garnet Arroyo	Dave Kufahl	Lloyd Nelson
Heather Hosfield	Cory Maass	Phil Reesnes
Laura Jensen	Scott Madson	Jon Stepan
Anne Kaluza	Stuart McFarland	

The following members of the Calvary staff were also in attendance: Zach Thompson, Senior Pastor; Jason Beaver, Executive Director; and Jerry Gates, Chief Financial Officer. Mr. Mark Pederson of the Endowment Board was also in attendance.

Ms. Hosfield served as chair of the meeting and Mr. McFarland served as secretary. Ms. Hosfield called the meeting to order.

Devotion

Ms. Hosfield introduced the first topic for the meeting, which was a devotion led by Ms. Jensen. Ms. Jensen discussed Philippians 4:8 and the benefits of training our brains to first look for the positive. Focusing on the acronym POINT – Positives, Opportunities, Issues, New Thinking – Ms. Jensen described how our brains will always find the negatives but that innovation and positive thinking result from finding the things that are excellent and praiseworthy.

Endowment Board Report

Ms. Hosfield then introduced Mr. Mark Pederson from the Endowment Board who would be providing an update on the Endowment Board and requesting approval from the Council for two grants being recommended by the Endowment Board. The details of the grant requests were provided to the Council. Mr. Pederson then discussed the Endowment Board and the following two grant recommendations:

- RightNow Media. Requesting approval of grant of \$3,265 to cover the balance of the annual subscription for RightNow Media that totals \$4,800. Mr. Pederson noted that the Council had approved \$1,535 for RightNow Media in November 2018.

- Loaves and Fishes. Requesting approval of a grant of \$5,000 to assist with its refrigeration expansion project at its new warehouse and central office space. A request for \$10,000 was made but the Endowment Board was recommending a grant of \$5,000.

Ms. Hosfield then reminded the Council of the Endowment Board's obligation to seek approval of grants from the Council. The Council discussed the two grant requests. Mr. Thompson also discussed the recommended use of RightNow Media for the continued emphasis on small groups. Following discussion and upon a motion duly made and seconded, the Council approved each of the recommended grants.

At this time, Mr. Pederson left the meeting. The Council continued the meeting with a prayer.

Financial Update

Mr. Gates provided to the Council the monthly financial report as of January 2019 and discussed Calvary's financials, including:

- Calvary's operating results (revenues and expenses) through January 2019, which are very close to budget.
- Monthly attendance, with total average weekly attendance having increased over last year.
- General fund giving and hunger and human needs giving.

The Council and staff discussed these results with Mr. Gates and also discussed the use of online giving and alternatives for ways to give to Calvary. The Council further discussed with the staff Calvary's expenses, mortgage and future capital.

Whistleblower Policy

Ms. Hosfield discussed the next topic for the meeting, which was for each member of the Council to review and sign the Whistleblower Policy. Mr. Beaver detailed the policy and confirmed that all staff also review and sign the policy. Mr. Beaver noted that the references in the policy to the Executive Committee will be updated. The Council discussed the policy as well as the process for any matters raised regarding the President of the Council.

Feed My Starving Children (FMSC) Update

Messrs. Beaver and Gates provided an update to the Council on fundraising for the FMSC packing event held at Calvary in January 2019. Calvary is still approximately \$30,000 short on funding and is obligated for any shortfall in fundraising. The Council discussed methods of fundraising and considered whether any changes should be made to the packing event next year.

March Council Meeting

Ms. Hosfield noted that certain members of the Council will likely be unavailable for the next regularly scheduled Council meeting on March 26. The Council discussed meeting times and determined to move the March meeting back to April 2.

Council Policy Manual Taskforce Report

Ms. Hosfield reported to the Council that the task force formed to draft and revise a Council Policy Manual had met twice since the last Council meeting. Ms. Jensen detailed the process and work being done by the task force to create and revise the policy manual. The Council discussed the content and desired scope of the policy manual. The Council further discussed Calvary's policies and existing committees and reporting to the Council.

Staff Appreciation Lunch

Ms. Hosfield discussed with the Council the desire to continually express support for Calvary's staff. Ms. Hosfield noted that in the past the Executive Committee hosted a staff lunch on occasion. The Council discussed and determined to host a staff lunch. The lunch would be targeted for after Easter on April 30.

Calvary Vision

Mr. Thompson provided an update to the Council on the Vision Day scheduled for March 17 and the progress and socialization of the worship changes, including:

- The vision and worship changes are the result of a prayerful process and are what we believe God is leading Calvary to do. While there is no guarantee of success, we need to take action and some risk to address Calvary's declining trends.
- A task force has been formed to focus on the traditional service and renovating the Chapel. Mr. Thompson reviewed the architectural design of the proposed renovations to the Chapel with a focus on improving the front of the Chapel. A 3-D rendering would be available for the Vision Day. Mr. Thompson also discussed improvements to the lighting and video screens and moving the newly acquired organ to the front. Improvements for the seating and areas outside the Chapel would likely need to be made in future phases given the cost estimates. Mr. Thompson discussed with the Council the current cost estimates with the first phase likely costing around \$300,000. The Council discussed the expected fundraising efforts and timing for the Chapel renovations. While fundraising efforts have not begun in earnest, approximately \$60,000 has been raised from a couple donors. Messrs. Thompson and Beaver noted that an assessment is scheduled to confirm there are no environmental issues in the floors or walls of the Chapel.
- Calvary staff and Council members have had conversations with congregation members. The vast majority of these conversations have been positive. The Council discussed the concerns raised by a few Calvary members.

- Details of the March 17 Vision Day will be in the Calvary Calls. Staff is also creating a print piece with details on the changes and FAQs.
- Topics for the Vision Day meeting will include:
 - Honoring the past but recognizing that Calvary's trends are in decline and that Calvary has a mission field in the surrounding community. Matthew 20 and 28.
 - Pastor Jason will discuss an after-school program that would be free of charge. This program will be a great opportunity to serve our community.
 - Vision for the outward impact that Calvary could have if Calvary were debt-free.
 - Changes to the worship schedule, as previously discussed. Several people will share at the Vision Day meeting details on the process and changes for the worship schedule. The Spanish service will likely use N004 during the summer while the Chapel is closed for renovations and Pastor Jose currently expects that the Spanish service will be held at noon in the Fall. The Council and staff discussed the changes to worship and the Chapel as well as the desire for more integration among the traditional, modern and Spanish attendees. All attendees of Calvary are encouraged to have a family worship time and a volunteer/Grace Place time.

The Council further discussed Calvary's mission and vision. The Council agreed that members of Council and staff will meet before the Vision Day meeting for prayer and will be available after the meeting for questions and to discuss the vision and why the worship changes are being made to further Calvary's mission.

Monthly Talking Points

Ms. Hosfield discussed having talking points provided to the Council for any noteworthy items the Council might want to discuss with members of Calvary. Ms. Hosfield discussed with the Council the Vision Day; upcoming opportunities for service; the Lenten schedule; and the intent to have traditional services for Easter.

There being no further business for the Council, the Council closed the meeting at approximately 8:25 p.m. with the Lord's Prayer.

Submitted by Stuart McFarland, Secretary