

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

OCTOBER 22, 2019

A meeting of the council (the “Council”) of Calvary Lutheran Church of Golden Valley (“Calvary”) was held on October 22, 2019, beginning at 6:00 p.m. Central Time. The meeting was held at 7520 Golden Valley Road, Golden Valley, Minnesota 55427.

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

Garnet Arroyo
Heather Hosfield
Laura Jensen
Anne Kaluza

Dave Kufahl
Cory Maass
Scott Madson

Stuart McFarland
Phil Reesnes
Jon Stepan

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.

Ms. Hosfield served as chair of the meeting and Mr. McFarland served as secretary. Mr. Reesnes called the meeting to order with Ms. Hosfield temporarily absent at the start of the meeting.

Devotion

Pastor Thompson led a devotion with the Council that focused on Proverbs 3:6-8. As the Council and Calvary church leaders come together as a group to lead the church, we must continue to seek God and trust in Him. The Council would keep this important reminder at the forefront of every meeting. Pastor Thompson then led the Council in prayer.

Ms. Hosfield joined the meeting at this time.

Ministry/Mission Update

Pastor Thompson provided an update to the Council on Calvary’s mission of leading people into a growing relationship with Jesus Christ. Pastor Thompson highlighted several areas of celebration from 2019, including four adult baptisms; nearly 40 people attended the new first steps class with the average age in the thirties; Alpha was held off-site in a local taproom with approximately 35 attendees, leaders and prayer team and again the average age of attendees being in their twenties and thirties; and 16 individuals responded to electronic altar calls.

Pastor Thompson discussed investing in relationships that can lead to invitations to church. Pastor Thompson also discussed areas of growth in discipleship at Calvary including (1) following Jesus with worship attendance increasing (including Grace Place and Wednesday

Night Live/Next) but we continue to pursue ways to increase children's programs and grow younger; (2) building community with small groups as the most spiritual growth happens in small groups; (3) serving others including elevating the guest experience led by Greg Stephenson and making Calvary a warm and welcoming place; and (4) living generously including an emphasis on stewardship with a series starting in November.

Pastor Thompson provided several other upcoming events at Calvary:

- Renewing focus on men's ministry. Calvary will host a well-known speaker, Vince Miller, in February to help grow and kickstart a men's ministry. Calvary has also booked a men's retreat in May 2020 at Mount Carmel.
- Upcoming Sermon Series.
 - FOR. Stewardship focus. God is for us. What are we for, as represented by our time, talent and treasure. Consider pledges around each of these areas.
 - Advent. Advent will be based on the four songs in Luke 1-2.
 - Baptism Sunday. January 5, 2020 with immersion baptisms (inside!).
 - Ephesians. Nine-week series on who we are in Christ as a church and as individuals. This sermon series will be paired with a small group study through RightNow Media.
 - Considering the series for the four weeks that leads into Easter.
- Christmas at Calvary. Many great events at Calvary around Christmas, including an Aspire women's program, Blue Christmas service, Blessings Gospel Trio, meatball dinner and worship. Four candlelight services will be held on Christmas Eve with the first two services modern, the third a traditional service and an evening acoustic traditional service. There will be one service on Christmas Day in the chapel with communion.

Pastor Thompson next discussed with the Council the priorities and vision for 2020:

- Create a culture of invitation. Every person is an inviter.
- Cultivate the Father's heart. God loves the lost. Luke 15. What are we willing to do to reach people for Christ?
- Increase Calvary's impact on the community. This impact starts with our neighbors. Luke 10. The Council also discussed conducting a holistic review of how Calvary conducts its outreach, including:
 - Aligning financial giving with Calvary's mission
 - Creating guidelines for giving, including recipients, types of outreach (e.g., hunger, church plants, missionaries, etc.), size and number of gifts
 - Reviewing the history, current practices and structure of the Hunger and Human Needs Committee and the Outreach Committee and potentially Calvary's endowment funds
 - Coupling financial giving with personal investments of time and talent from Calvary's congregation
 - Increasing the percentage of Calvary's budget that is devoted to the community

The Council discussed forming a task force composed of members of the Council, Pastor Thompson, Dawn Dresser and one or more members from the Hunger and Human Needs Committee and/or the Outreach Committee. Ms. Jensen, Mr. Kufahl and Mr. McFarland volunteered to participate in the task force as representatives of the Council. Mr. Beaver would discuss this task force with Ms. Dresser when she returns from her trip to Israel.

The Council further discussed the ministry and mission report from Pastor Thompson. Praise God for the signs of his movement at Calvary.

Executive Director Update

Mr. Beaver updated the Council on certain personnel matters, including the continued search for a kitchen manager as well as members for the weekend and evening facilities teams. The facilities team needs support for opening and lighting the building and other tasks around the building on the weekends. The Council discussed the challenges with identifying personnel to fill the facilities team. Calvary's wages are at market but the job market is tight.

Mr. Beaver noted that staff reviews were being completed. Mr. Beaver also confirmed that the chapel renovations continue to progress. The tiles were completed, the organ has been installed, and new screening over the speakers will be added soon along with the risers that will be completed this week. Calvary intends to perform an altar commissioning in the renovated chapel. The Council discussed the future of Phase II (primarily carpet and widening doors), which would be considered when the money is raised to complete Phase I and fund the ~\$150,000 for Phase II.

Mr. Beaver then discussed with the Council several other items for future consideration:

- Constitutional updates not made during the most recent revisions
- Use of the third floor
- Capital campaign potentially in 2021
- Counsel input to the nominating committee for gifts, skills, etc. of candidates who will replace the departing Council members

Mr. Beaver also discussed with the Council how a portion of the surplus from 2019 would be used:

- Retention of the UnStuck Group, a strategic consultant
- Technology upgrades and childhood directors
- Upgrade coffee service and projector carts
- Staff development

The Council discussed this report with Mr. Beaver and asked questions, which Mr. Beaver answered. The Council further discussed the Jump! Program with the Neill school, which is a relatively small program in terms of participants but have heard good things. The Council also discussed the new single moms group that is meeting on Thursdays.

Financial Update

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

- Calvary's operating results (revenues and expenses) for the first month of the fiscal year. It is very early in year, which makes it difficult to analyze the results for the upcoming year.
 - While general offerings were behind budget by \$28,000, they were only off by \$3,000 compared to actuals from last year. This shortfall in general offerings drove the overall church operating results being off by \$24,000 from budget. The Council discussed Calvary's giving trends, including electronic methods for giving. Mr. Gates confirmed that Calvary will continue to monitor the levels of giving.
 - The Council also discussed the increased level of expenses for 2020 compared to last year, which are primarily staff-related.
 - Early childcare revenue was comparable to last year but is similarly starting off below budget.
- Monthly attendance, with total attendance and total average weekly attendance higher than last year. The Council discussed this great first month of attendance as well as the seeming disconnect between increased attendance compared to reduced offerings.
- Reaching even more people for Christ with an expansion of Calvary's digital footprint. Calvary is exploring the potential to live stream services in January. The Council and the congregation are encouraged to share Calvary's message on social media.

The Council and staff discussed these results. The potential red flags will continue to be monitored, particularly for the upcoming biggest months of giving. If the very early results have not changed by the end of December, Messrs. Thompson, Beaver and Gates will take a close look at possible changes in Calvary's operations.

Annual Meeting Wrap-up

Ms. Hosfield requested any feedback from the Council on the annual meeting. The Council's general consensus was that the meeting went very well, including the great messages from Pastor Thompson and Ms. Hosfield. The meeting had lower attendance than past years, which can be viewed positively in that the congregation trusts the direction and leadership of Calvary. The Council discussed the benefits of higher attendance at congregational meetings. Pastor Thompson discussed with the Council potential changes to the annual meeting that could make the meeting both business but also more celebratory, with vision casting, fellowship and worship. The Council also discussed improvements to the process for the introduction of new business and the method and location of checking-in attendees for the meeting.

Thank You to Staff

Ms. Hosfield recommended the Council consider another thank you to staff, including for pastor appreciation month. The Council endorsed this idea and the encouragement to staff leading into a busy time around Christmas. The Council discussed potentially giving Starbucks gift cards with thank you notes from the Council.

Volunteer Opportunities / Council Meetings

Ms. Hosfield discussed with the Council the several upcoming volunteer opportunities. The Council is encouraged to both volunteer as well as recruit others to volunteer. These opportunities build community.

Ms. Hosfield then discussed the schedule for upcoming Council meetings. The Council will meet on November 12 to review and approve the report from Calvary's auditor. The Council will then meet for a Christmas celebration on December 3. There are no other Council meetings scheduled for November or December.

Monthly Talking Points

Ms. Jensen then discussed with the Council the talking points from this meeting.

There being no further business for the Council, the Council closed the meeting at approximately 7:50 p.m. with the Lord's Prayer.

Submitted by Stuart McFarland, Secretary