

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

MARCH 12, 2020

A meeting of the council (the “Council”) of Calvary Lutheran Church of Golden Valley (“Calvary”) was held on March 12, 2020, beginning at 7:00 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	Cory Maass	Lloyd Nelson
Heather Hosfield	Scott Madson	Phil Reesnes
Anne Kaluza	Stuart McFarland	Jon Stepan
Dave Kufahl		

The following members of the Calvary staff were also in attendance: Zach Thompson, Senior Pastor; and Jason Beaver, Executive Director.

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

Mr. Beaver led the Council in prayer.

Ministry/Mission Update – Vision and Staff Restructuring

Mr. Beaver and Pastor Thompson updated the Council on the work completed with The Unstuck Group over the past several weeks, including a detailed review of:

- Survey of leadership team
- Assessments of strengths and leadership capabilities and opportunities (including on equipping and building up others) of leadership team and certain staff members
- Aligning vision and staff around worship, small groups, serving and giving
- Review of the staff organization structure
- The Unstuck Group benchmarks for budget and staff ratios
 - ****Confidential personnel discussion****

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- Economic impact from the restructuring **Confidential personnel discussion**
- Potential usage of the funds available **Confidential personnel discussion**

Throughout this presentation and update, the Council discussed these matters and asked questions, which Pastor Thompson and Mr. Beaver answered. The Council thanked Pastor Thompson and Mr. Beaver for their hard work and thoughtfulness in considering these important but difficult changes. The Council supported the proposed restructuring and adjustments in responsibilities. **Confidential personnel discussion**

There being no further business for the Council, the Council closed the meeting at approximately 8:30 p.m. with the Lord's Prayer.

Submitted by Stuart McFarland, Secretary