

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

MARCH 23, 2020

A meeting of the council (the “Council”) of Calvary Lutheran Church of Golden Valley (“Calvary”) was held on March 23, 2020, beginning at 7:00 p.m. Central Time. The meeting was held by conference telephone.

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; 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. All members of the Council and Calvary staff could simultaneously hear one another and participate with each other during the meeting.

Ministry/Mission Update—COVID-19

Pastor Thompson and Mr. Beaver updated the Council on the actions being taken, and the impact to Calvary and its ministries, due to the COVID-19 pandemic, including:

- Cancelled all in-person community meetings and worship
- Amazing work to create a robust online presence in a short period of time; Calvary is now reaching more people through this digital presence than ever before, with both traditional and modern formats
- Significant engagement on Facebook and positive participation and experience each of the last two weeks with Calvary’s live streaming of services
- Praise God that 24 people gave their life to Christ during Sunday worship services

- One of the biggest challenges the leadership team is working to address is maintaining and increasing community connection, with small groups needing improved organization and communication
- Closed Calvary's childcare, which resulted in the need to lay-off those workers; would like to reopen some or all of those operations once permitted by governmental authorities but did not make any promises to those employees
- Volunteers stepping up to make calls to elderly members of the congregation and over 800 pounds of food delivered for food banks
- Giving has been significantly lower for the general fund for the first week of live streaming, with approximately \$37,000 received compared to an average of \$65-70,000 and the initial givings for the second week are also below average; considering communications with the congregation on the continued importance of giving
- Considering ways to preserve cash during this pandemic including whether to make interest-only payments (or less) on Calvary's mortgage

The Council discussed these items and asked questions. The Council further discussed the impact of the closures and the potential stay in place order on Calvary's staff. The Council discussed various approaches for Calvary's employees as well as how to best proceed with the staff restructuring ****Confidential personnel discussion****. The Council will continue to pray for these items.

There being no further business for the Council, the Council closed the meeting at approximately 8:20 p.m. with the Lord's Prayer.

Submitted by Stuart McFarland, Secretary