

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

**APRIL 13, 2020**

A meeting of the council (the “Council”) of Calvary Lutheran Church of Golden Valley (“Calvary”) was held on April 13, 2020, beginning at 6:00 p.m. Central Time. The meeting was held by video conference.

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

Lloyd Nelson  
Phil Reesnes  
Jon Stepan

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. 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 impact of COVID-19 to Calvary and its ministries, including:

- Only staff will be allowed onsite and the building is closed to all in-person gatherings
- Limiting the number of staff in the building at any one time to seven, with staff being required to sign up for office time
- Staff who are able to work from home are encouraged to do so
- Continued gratefulness for the amazing work to develop and deliver a high quality online worship experience; moved from not having an online presence to having a full-blown church online in near record time. Thank you to our amazing technical staff!
- We are navigating unprecedented times and evaluating quickly how to move forward with ministries in an online format

The Council discussed these items and thanked the Calvary staff for their thoughtfulness and tireless efforts at continuing the important work of Calvary during these challenging times.

## **Ministry/Mission Update—Staff Restructuring**

Pastor Thompson and Mr. Beaver discussed with the Council the proposed next steps to implement the staff restructuring that has continued to be considered and discussed, including:

**\*\*Confidential personnel discussion\*\***

The Council discussed each of these matters and asked questions, which Pastor Thompson and Mr. Beaver answered. The Council further discussed potential alternatives and the impact of the recommended changes on Calvary, its mission, the congregation, the staff and the individuals impacted.

Following discussion and upon a motion duly made and seconded, with Ms. Kaluza abstaining, the Council approved **\*\*Confidential personnel discussion\*\***.

Additionally, following discussion and upon a motion duly made and seconded, with Ms. Hosfield abstaining, the Council approved proceeding with each of the staffing changes as detailed by Mr. Beaver and consistent with the recommendations by The Unstuck Group.

There being no further business for the Council, the Council closed the meeting at approximately 7:15 p.m. with the Lord's Prayer.

Submitted by Heather Hosfield, President