

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

APRIL 28, 2020

A meeting of the council (the “Council”) of Calvary Lutheran Church of Golden Valley (“Calvary”) was held on April 28, 2020, beginning at 6:00 p.m. Central Time. The meeting was held by video conference.

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.

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.

Devotion

Pastor Thompson led the Council in a devotion on facing discouragement in light of the impact of COVID-19. As with many areas in life, Scripture has good guidance in this area. In our spiritual lives, we often do not get to see fruit of the seeds that we plant for many years. Galatians 6:9 instructs that we should not grow weary of doing good for in due season we will reap if we do not give up. Everything happens on God’s timing. As we move forward as leaders and as a church, it matters what we believe. We need to focus on God’s power and believe we will see God’s goodness just like Psalm 27:13. We must also strengthen ourselves in the Lord like David in 1 Samuel 30:6. We have a choice to focus on our current troubles and be overwhelmed or strengthen ourselves by believing in God and trusting in His promises.

Pastor Thompson then led the Council in prayer.

Minutes of Council Meetings and Annual Congregational Meeting

Ms. Hosfield discussed the Council meeting minutes and the minutes from the annual congregational meeting being presented for approval. After discussion and upon a motion duly made and seconded, the Council approved the minutes for each of the September 24, 2019, October 6, 2019, October 22, 2019 and November 12, 2019 meetings of the Council.

Mr. McFarland noted that minutes from the Council meetings held on January 28, 2020, February 25, 2020, March 12, 2020 and March 23, 2020 would be presented at the next Council meeting for approval.

Financial Update

Mr. Gates provided to the Council the monthly financial report as of March 2020 and discussed Calvary's financials, including:

- Total general offerings were ahead of budget despite the early impact of the restrictions on in-person services and the continued uncertainty from COVID-19.
- Total church revenues were ahead of budget and total expenses were below budget resulting in Calvary being ahead of budget. Compared to last year, Calvary is \$30,000 ahead, which is great since the budget had projected a loss.
- Childcare had been in good shape as of March with a net surplus of \$15,000 compared to a budgeted surplus of \$43,000. That surplus will quickly be gone going forward given the necessary closure of childcare due to COVID-19.

Mr. Gates confirmed to the Council that Calvary obtained a paycheck protection program loan of approximately \$528,000 from the Small Business Administration, which will help Calvary keep employees on payroll and with certain other expenses. Mr. Gates expects that this loan will largely be forgiven through the governmental program.

The Council and staff discussed these results, the continued uncertainty around Calvary's finances due to COVID-19 and the support that the governmental loan will provide.

Executive Director Update

Mr. Beaver updated the Council on the conversations held last week with each staff member impacted by the restructuring. Mr. Beaver detailed the expected impact going forward. The Council discussed the staff restructuring, reactions from staff and staff morale.

Mr. Beaver informed the Council that it is not clear when the childcare will be able to re-open. The childcare leadership is developing a re-open plan and monitoring guidance from the state for when it will be able to re-open.

Mr. Beaver also noted that the executive leadership team will be meeting again with The Unstuck Group next week to further Calvary's strategic planning and set goals for the next 90 days. Calvary is meeting the objectives set for the first 90 days.

Mr. Beaver then reviewed with the Council the online attendance and engagement statistics and trends for Calvary's on-line services, along with the added new features such as invite a friend and quotes.

The Council discussed these matters and asked questions, which Mr. Beaver and Pastor Thompson answered.

Senior Pastor Ministry/Mission Update

Pastor Thompson updated the Council on his conversation with Pastor Carol
Confidential personnel discussion

The Council then discussed preparing for in-person worship services and outdoor services, including potential home gatherings before everyone can be together again within a church building. Calvary has a great online presence and will continue the live streaming even after gather again in-person.

There being no further business for the Council, the Council closed the meeting at approximately 7:05 p.m. with the Lord's Prayer.

Submitted by Stuart McFarland, Secretary