

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

MAY 26, 2020

A meeting of the council (the “Council”) of Calvary Lutheran Church of Golden Valley (“Calvary”) was held on May 26, 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	Dave Kufahl	Lloyd Nelson
Heather Hosfield	Cory Maass	Phil Reesnes
Laura Jensen	Scott Madson	Jon Stepan
	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.

Financial Update

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

- Total general offerings are stronger than expected and ahead of budget despite the impact of the restrictions on in-person services and challenges from COVID-19.
- Total church revenues were ahead of budget and total expenses were below budget resulting in Calvary continuing to stay ahead of budget.
- Childcare is no longer being charged a facility fee due to their forced closure from COVID-19.
- Mr. Gates is in continual contact with Bremer Bank about the paycheck protection program governmental loan that Calvary received and is coordinating the process for forgiveness.
- The Calvary staff will begin budgeting for 2021 in the summer and intend to create a baseline budget based on a “normal” year.

The Council and staff discussed these results and the budget process.

Executive Director Update

Staff Restructuring

Mr. Beaver updated the Council on the staff restructuring and the timing ****Confidential personnel discussion****

Pastor Thompson updated the Council that Pastor Carol ****Confidential personnel discussion**** Pastor Thompson discussed the letter that will be sent as early as next week by Pastor Carol to the congregation. Pastor Carol's last day with Calvary is expected to be July 12 and may give a sermon on that Sunday. The Council discussed Pastor Carol and the staff restructuring. The Council thanked Pastor Thompson, Mr. Beaver and all of the staff for their continued great work during very challenging times.

Re-opening Plans for Childcare / Hourly / Pre-K

Mr. Beaver updated the Council that the childcare programs are targeting re-opening on June 8 with a phased approach to bring back smaller class sizes and implement new processes to more safely bring children in and out of the center. The programs are working through staffing issues as they have had 3-4 teachers who have or may resign as a result of the closure and COVID-19. While the pre-K will not re-open until the Fall, childcare and pre-K are working together on a summer program.

The Unstuck Group

Mr. Beaver updated the Council on the executive leadership meetings with The Unstuck Group. One of the new 90 day goals includes a new security plan particularly for Calvary's children programs. To implement better security for the childrens' programs, the library would be relocated to a space yet to be determined.

The Council discussed these matters.

Mission and Outreach

Ms. Hosfield introduced the next topic, which was to consider the governance structure for Calvary's mission and outreach. Pastor Thompson and Pastor Jason have been meeting with Dawn Dresser to better coordinate Calvary's mission and outreach efforts, including our giving, with the mission of Calvary. Calvary currently has a Hunger and Human Needs Committee and an Outreach Committee. These committees have operated with somewhat overlapping responsibilities and it has been difficult for the Nominating Committee to find new members for these committees.

Pastor Thompson discussed how other churches have organized their mission and outreach, including the use of task forces rather than formal committees. The Council discussed the origin of these committees and whether one or both still made sense. The Council further discussed the desired go forward structure for Calvary's mission and outreach, including setting certain guideposts for Calvary's mission, outreach and giving. After discussion, the Council agreed that it would move forward with the establishment of a framework for Calvary's mission and outreach. Upon establishing the framework, a task force reportable to the Council would be established comprised of members who are passionate about mission and outreach and chosen by the Council, Pastor Thompson and the the mission and outreach staff leader. Pastor Thompson and Mr. Beaver believe that based on discussions with Ms. Dresser that she will be supportive of this go forward

approach. After further discussion and upon a motion duly made and seconded, the Council resolved to disband each of the Hunger and Human Needs Committee and the Outreach Committee upon creation of the task force and that no new members would be selected for these committees at the annual congregational meeting.

Senior Pastor Ministry/Mission Update

Pastor Thompson updated the Council on the re-opening plan for summer worship given the indoor restrictions of 25% of capacity with a maximum of 250 people, including:

- Dedicated to high-quality live streaming; no live streaming of outdoor services
- Traditional would also be live streamed at 8:00am with Modern at 9:00 and 10:30; these services would be available on-demand for the entire week
- In-person worship could start with “watch parties” in small groups
- Calvary has the luxury of great outdoor worship space and offering outdoor worship feels more comfortable than indoor worship for the near future
 - Potentially offer two outdoor worship services and no indoor worship during the summer
 - June 7 is the first Sunday planned for outdoor worship at 10:30am
 - Any weather issues would result in live streaming the service without indoor services until at least July 5
 - Socially distanced outdoors; pre-packaged communion; encourage but not mandate face masks

The Council discussed the logistics and processes for in-person worship. The Council thanked the Calvary staff for their continued efforts and thoughtfulness during COVID-19. Praying that Calvary will be able to return to a more normal worship schedule in the Fall but preparing for many alternatives.

Minutes of Council Meetings

Ms. Hosfield discussed the Council meeting minutes being presented for approval. After discussion and upon a motion duly made and seconded, the Council approved the minutes for each of the January 28, 2020, February 25, 2020, March 12, 2020, and March 23, 2020 meetings of the Council.

Ms. Jensen 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 7:30 p.m. with Pastor Thompson leading the Council in prayer.

Submitted by Stuart McFarland, Secretary