

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

Jan 25, 2022

A meeting of the council (the “Council”) of Calvary Lutheran Church of Golden Valley (“Calvary”) was held on the date noted above, beginning at 6:00 p.m. Central Time. The meeting was held in the Gathering Space of the Calvary building at 7520 Golden Valley Road, 55427.

The following Council members, representing a quorum for purposes of transacting business of the Council and Calvary, were present:

Garnet Arroyo
Laura Jensen
Todd Loncorich
Stuart McFarland

Lloyd Nelson
Rachel Recknagel
Andy Roe

Julie Russo
Jon Stepan
Gina VanderWerf

Jim Cosgrove, council advisory member representing the new campus, was present. The following members of the Calvary staff were also in attendance: Zach Thompson, Senior Pastor; Jason Beaver, Executive Director; and Candis Johnson, Finance Director.

Phil Reesnes was absent.

Stuart served as chair of the meeting. Laura served as secretary. Zach called the meeting to order.

The following activities transpired during the meeting:

1.0 Devotions and Opening Prayer

Led by: Zach Thompson

Bible verse: 1 Corinthians 9

Theme: Three spiritual principles to keep you in the race.

2.0 Business Since Last Meeting

(vote) Approval of September (revised), October, and November Meeting Minutes.

Lloyd motioned, Jon seconded. All minutes were approved unanimously.

3.0 Ministry Update (Zach)

We will finish the Nehemiah sermon series at the end of Feb.

Pastor Dan is continuing to add to small groups. There will be a small groups event in February.

The next sermon series will be Storyline: How to write a compelling story following the model of Jesus.

Lenten services at GV campus

- Ash Wednesday is March 2. There will be two services at GV campus: noon and 6:30pm.
- Wednesday nights in Lent will be at GV campus. The focus will be on spiritual disciplines with a different speaker each week.
- Maundy Thursday service will be at GV and will celebrate first communion.
- Good Friday preacher will be Dan.
- There will probably be a Saturday night service.

Lenten services at MTKA campus

- At MTKA campus, Lenten celebrations will be Ash Wednesday and Good Friday with live preaching (Greg).

How do we come back from pandemic? Keep doing what we do well: community, worship, serving.

Focusing on trying to keep people moving in growth. What is your next step? Who are you going to invite?

Generally 2022 theme thinking: What does it look like to become more like Christ? (in any part in life) This may be a focus of a summer study.

Zach and Jason have been contacted by a former staff member who seems to have a disagreement with Calvary, but it is unclear what he wants or what his goals might be in communication. His communications seem threatening so we have engaged legal council to act as a intermediary and who has advised that we are past the statute of limitations for anything this former staff member seems to be implying might have occurred.

4.0 Personnel (Jason)

Lora Edwards is resigning her position as Wedding and Funeral coordinator. She also oversees the seasonal decorating around Calvary.

Other positions that are still open:

- Worship associate. Abby Kvam is stepping in as interim.
- Middle School Director.

Upcoming Jason will be reviewing the compensation packages for staff. All staff received Christmas bonuses if they had been here more than 30 days.

Katelyn Mapes has expressed interest in getting a master's degree. Calvary will be offering her some continuing education financing with a commitment post-graduation to Calvary.

Jason, Candis, and the Childhood Leadership met today to vision about the future.

With surplus from last year, Calvary has funded an account as a safety net for the Childcare program though the pandemic uncertainty.

Recently Calvary has experienced some unexpected facilities expenses: boiler problems (MTKA), roof leaks (both), backup generator (GV)

Calvary will be welcoming another ministry to rent our spaces: The Dodoma Tanzania Health Development (DTHD) will be renting space on the second floor starting in March.

5.0 Whistle Blower and Staff Conflict Resolution Documents (Jason / Stuart)

Each council member received a Confidentiality Agreement and Whistle-Blower Protection to review and sign. All council members and staff sign these forms every year.

6.0 Pastors Housing Allowance (Candis)

(vote) The following pastors requested housing allowance for 2022: Zach Thompson, Dan Thorson, Skip Reeves, Greg Stephenson, Dan Sollie. The motion to approve the requested amounts was made by Andy, seconded by Lloyd. Unanimous approval.

7.0 Financial Report (Candis)

December financials were good. Giving was strong and helped us on our year-to-date bottom line. We are now at a break-even point at the church level (we were behind in November.)

January is generally a down month in terms on contributions. This year, we're about \$120k short of expectations. We will be keeping an eye on it. We are hoping it is a fluke thing with the cold (3 very cold weather Sundays in a row) and pandemic. About 60% giving is in person; 40% is online. Mail-in is counted as part of in-person percentages, but mail-in has been dwindling as online has increased.

Childcare is managing finances. They have transferred \$35,000 in an account from MTKA—a one-time remnant from before the merger. They are no longer getting much in state grants, and they are working hard to make ends meet.

After the Feed My Starving Children pack-out in January, we are still looking to raise ~\$6,000.

In person attendance is ~450 people. Church online is ~470 on average.

Who is coming back to church? According to our consultant, trends across the country are that the last people to come back are young families. Calvary is matching, or exceeding, trends of similar churches. We suspect that it helps that we have plenty of space, and our balcony mask policy. The youth program is seeing signs of growth. The kids programs aren't seeing that growth yet, but it follows the trend across the country.

8.0 Video and Discussion (Diversity)

No video discussion this meeting.

9.0 Closing prayer

Meeting closed with corporate prayer.

The meeting was adjourned at approximately 7:35pm.

Upcoming events in the Calvary Calendar

- Feb 22, 2022. Next council meeting
- Mar 2, 2022. Ash Wednesday

Minutes submitted by Laura M. Jensen, Secretary