

MEETING MINUTES
CALVARY LUTHERAN CHURCH COUNCIL
March 28, 2017
6:30 p.m.

Members Present: Craig Anderson, Rick Bode, Thomas Bonhiver, Jim Borowick, Paul Carlson, Alan Dewey, Pete Duelo, Rich Graversen, Heather Hosfield, Sondi Johnson, Tim Johnson, Anne Kaluza, Dave Kufahl, Scott Madson, Susan Mork, Steven Opheim, Connie Otto, Lisa Paulson, Mary Jo Peterson, Craig Recknagel, Lisa Reesnes, Carol Rudd, John Swanson, Steve Thompson

Staff Present: Matt Bromander, Pastors Jose Macias and Carol Skjegstad.

Members Absent: Susan Bagge, Dan Hanson, Marisa Houghland, Suzanne Kersten, Cory Maass, Philip Nelson, Christine Olkives,

Devotions – Heather Hosfield

Building repair update

- Given by Matt Bromander
- All rooms have passed inspections
- Will need to be retested in 6 months
- All mold and asbestos has been removed
- Steeple deck has been replaced
- Currently getting bids for the next phase
- Roof and landscaping repair will be happening now as the weather is getting nicer
- Room above the south entrance and sanctuary are in most need of work
 - Currently in the process of getting bids to for work
- Steven Opheim: Is part of the process to get costs of each of the components and prioritize that work? Will you be creating a 1-2-year plan and for the sake of a funding planning?
 - Matt B.: Yes, we will be creating “the story” and then “read the story.”
- Matt B.: It has been helpful as we are doing the work to go through the seasons and changes to see what that effect has on the structure
- Steve O.: Have we done similar planning for the interior of the building?
 - Matt B.: we haven’t had plans for that yet. Systems were updated in 2004, but there is work that needs to be done in the interior
- Thank you, Matt!

Approval of the Feb. 28 meeting minutes

- Approved with changes

Approval of the two new council members

- At February meeting we asked Jose to find two new council members. Pastor Jose identified two members from the Latino ministries area. Motion is needed to approve.
 - Washington Castillo
 - Rosalba Hernandez
- Motion and approved

Call Committee planning discussion

- Kicked off by Dave Kufahl
- Steve O: How has this worked in the past?
- Rick Graversen: Gave a basic historical account of the call processes
- Alan Dewey: Where in the process have we discussed with congregation and staff what type of Senior Pastor we would like to have
 - Dave K.: This is something for the call committee to process
 - Jim B.: During the last call committee process, we were able to use the Holy Cow Survey and also collected input through atrium time. The council can be a source of help for that committee as well. The committee is going to be charged with the call, prayerfully.
 - Craig Anderson: that is the charge of the committee
- John Swanson: In the constitution, there is very little about what the call committee is to do. We the council should be involved with the process.
 - The council (or a subcommittee) should
 - develop a profile to present to the congregation
 - develop a process to follow when searching
 - ask what are the challenges we face as a church
- Pastor Jose: We need to encourage diversity in the call committee process
- Steve O.: We need to ensure diversity on this committee, different stations in life, different perspectives, to be a well representation of the congregation.
- John S.: We should allow everyone to volunteer that would like to be on the committee
- Dave K.: EC started a list of names, received names, place something in the bulletin this week to solicit volunteers/suggestions
- Lisa Paulson: Have we received names/suggestions from the Latino ministries?
- Lisa Reesnes: We need an explanation of what the call committee entails
- Pastor Carol: could you stand up and explain what this means
- Dave K: Brief explanation of the possible commitment for call committee members
- Sue Mork: This is a serious commitment
- Connie Otto: What is the application process so that the committee is as diverse as possible
- Jim B.: We need to remember the size of this committee and we do not want to get too prescriptive. How do we focus on our needs and “form buckets” and place people into those when forming this group?
- Rich G.: We don’t want people to feel like we are forcing a committee on the congregation
- Carol Rudd: We need to set up the criteria and look for the best people to fill that
- Pastor Jose: Who sets the Senior Pastor job description? We need to ask what we need, preaching, administrator, etc.
- Jim B.: the previous call committee prayerfully created the job description last time. This married up with the job description we currently have. Call committee is willing to bring in the profile we created last time.
- Dave K.: How do we get those names?
 - John S.: We should ask the congregation, council to make suggestions, volunteer.
- Jim B.: Application should possibly state, why do you want to be on the call committee, what would you bring, what is your involvement at Calvary?
- Alan D.: It is more than an hour a week; people have to know it is a commitment
- Connie O.: Clarification of the number, 11 are needed, do we want an odd number?
- Thomas Bonhiver: You only have to start with 11

- Dave K.: ask congregation to complete form, with brief description of what is needed from members - clarification of what should be on the form from the council
- Jim B.: It was a great opportunity for spiritual growth.
- Scott Madson: Do we ask for more or less information at first?
- Heather H.: When are we dismissing candidates based on that information?
- Lisa R.: It would be nice to know what you are getting into before volunteering
- Lisa P.: need a due date for this form
- Sue M.: if we don't get any responses, we could ask again in a simplified form.
- Paul Carlson: We should only start with the smaller amount of information
- Sue M.: The more vetting we can do sooner is better
- Alan D.: What are the qualifications of who is on the committee?
- Dave K.: Do we want to formalize the list qualification and selection criteria?
- Discussion about criteria list--
 - Service attended
 - Involvement/volunteer history
 - Gender
 - Age group
 - Have a staff member on it
- Anne Kaluza.: How are we contacting people who might be away currently?
- Dave K.: we will have it in E-news and online
- Jim B.: Married vs. single? Children, their involvement?
 - Discussion related to that
- Craig R.: We should ask family involvement instead of just involvement
- Steve O.: Include a statement of faith?
- Agreement by the council that this is needed
- Dave K.: What to do with names when we have them?
- Council will like to assign a subcommittee?
 - Lisa R.: there is nothing in the constitution about this
 - John, Steve, Mary Jo, Carol, Steven O. Heather H., Anne K.
- Scott M.: Should the council be directing this committee to come up with a certain number of people?
- Alan D.: How many numbers did we decide to bring to the congregation?
- John S. We should have 20 people but include the rest of the names?
- Dave K.: Expectation to bring back names to council at our April meeting. We will have a congregational meeting after that
- Dave K.: Who and when will we be making the calls
- Sue M.: Maybe the subcommittee could be making calls
- Dave K. Do we need to come up with the buckets?
- Sue M.: Maybe as we are vetting they will naturally fall into buckets
- Craig R.: We may not know what buckets we need
- Paul C.: the church should understand the buckets
- Alan D.: It might be tough to tell what buckets a person might needs to go into
- Mary Jo Peterson: We should bring it up to the congregation how we selected the group and express the importance of diversity
- Dave. K.: we need to make sure they will
- Anne K.: We should include a short bio for each member at the congregational meeting

- Lisa P: Describe how they were evaluated
- Sue M.: They should individually stand in front of the group instead of staying in seats
- Rich: there might be people elected from the floor
- Sondi Johnson: it is important to have staff representation. Are they able to volunteer
- John S: encourage staff to volunteer
- Sue M.: Which staff members cannot be part of the committee?
- Pastor Jose: Selection of staff people, people from the Latino service, etc.
- Dave K.: Maybe those are our buckets
- Thomas B.: Has anyone been through something like this where staff gets the chance to be on the call committee
- Carol R.: there are staff members that come to me stating they know others on staff that should be on the call committee
- Dave K.: We will not have time to approve before this week
- Council: Dave, create form on own with Barb

Alpha

- Served 130 meals
- Filled the room!!
- Council: Amen!!

FPU

- We had about \$200,000 saving and debt swing in the 8 weeks
- It was very successful

Interim Pastor status

- Dave K.: We are not looking to fill the Interim Senior Pastor at this time. We will be filling with preaching support especially during the summer
- Steve O.: This is something for the church council to decide. There are a number of considerations during this time.
 - Avoid: We can do it ourselves
 - We should consider why the senior pastor has left
 - We do not know how long the senior pastor call will take, we could unwillingly overwork our staff
- Dave K.: We can have further discussion around this on the agenda for an upcoming meeting
- John S.: There are professional interim pastors we could engage in this time. We need to make sure they have experience being an interim pastor.
- Rich G.: Timeframe and affiliation do not necessarily go hand in hand

Financial update

- Given by Rich Graversen
- Paul C.: How much of the budget is allocated to the building improvement
- Rich G.: Unsure of the amount but Jerry has mentioned about \$200K
- Anne: Why was our attendance low in December?

Other Business

- Dave K. We have received letters from a couple of the members concerned about what is going on. When appropriate, EC members have followed up with them.

- Steve O.: Thank you for your words and tone when speaking to the congregation
- John S.: Thank you to Carol for completing a great sermon with less than 24 hours notice
- Rick B.: Do we have a Governance committee update?
- Jim B.: we have put this on hold for about a month- update will be in the summer

Respectfully submitted,
Heather Hosfield

Next Calvary Church Council Meeting is Tuesday, April 25.