

MEETING MINUTES
CALVARY LUTHERAN CHURCH COUNCIL
May 16, 2017
6:30 p.m.

Members Present: Craig Anderson, Susan Bagge, Jim Borowick, Paul Carlson, Washington Castillo, Alan Dewey, Pete Duelo, Rich Graversen, Heather Hosfield, Marisa Houghland, Sondi Johnson, Anne Kaluza, Suzanne Kersten, Dave Kufahl, Cory Maass, Scott Madson, Susan Mork, Steven Opheim, Connie Otto, Lisa Paulson, Craig Recknagel, Lisa Reesnes, Carol Rudd, John Swanson and Steve Thompson

Staff Present: Pastors Jose Macias, Skip Reeves, Jason Roton and Carol Skjegstad.; Jason Beaver, Jerry Gates and Josh Hoaby

Members Absent: Rick Bode, Thomas Bonhiver, Dan Hanson, Rosalba Hernandez, Tim Johnson, Philip Nelson and Christine Olkives.

Opened in prayer: Pastor Jason

Approval of the April meeting minutes: Approved with changes; final approval at next meeting.

Receiving of letters addressed to each council member.

- Background given by Dave K.

Senior Pastor Call Committee

- History and background of the process up to this point given by Dave K.
 - Forming of the sub-committee
 - We decided not to allow nominations from the floor
 - Sub-committee contacted each person that applied or was recommended
 - Number of people went from over 100 to 38 people
 - When all applications were received, the subcommittee reviewed them and met to discuss them
 - Those people that applied for the call committee or had family members that had applied were not part of the review decision process
 - Goal was to come up with 18 names and have the congregation vote on 14
 - The subcommittee unanimously came up with a list of 19 names
 - Alan D.: Clarification of who was on the subcommittee
 - List of names given by Dave K.
 - Council will need to vote on these names to approve. After that is done, we need to contact each member and create a bio allowing the congregation the time to review.
 - Sue M.: Are the bios going out before the meeting?
 - Dave K.: That is the hope.
 - Steve O.: What about having the names and bios on the website?
 - Dave K.: We can do that. These people will be welcomed up front at the congregational meeting
 - Steve O.: The process that was followed was very good. This was a large-scale decision and allowed all members of the congregation to apply if they wished.
 - Motion to approve list of candidates

- Sondi J.: Have any of these members served on a call committee?
 - Dave K. There are people on this call committee that have served on previous call committees
- Steve O.: I will be abstaining,
- Rich G., Washington C. and Pete D. also abstained for personal conflict reasons.
- Voted and approved with abstaining.
- Craig A.: How will these names be presented to the congregation?
 - Dave K. We will be presenting the names and ask the congregation to vote for 14
- Alan D.: Are we still working with the “buckets comments?”
 - Dave K.: No the committee came together naturally so there was no need to come back to the buckets.
- Sue M.: Have they been notified?
 - Dave K.: Not yet
 - Sue M.: Willing to give up spot if someone would like to be on the search committee.
 - Dave K.: There will be lots of ways to serve in the future.

Worship and Music

- Overview of topic given by Dave K.
- Josh H. shared future visions for the worship experience
 - Worship statement from the Worship team
 - Came from the team priorities
 - Team Goals
- Steve O.: Expressed encouragement regarding the partnerships with outside worships.
- Steve O.: Noticed that both church and unchurched people were included in your statement of focus.
 - Josh H.: Your mind should be on the unchurched
- Cory M.: Clarification of OSHA information
- Cory M.: Where are you measuring the sound data? I measured data last Thursday, peak higher than stated in presentation.
 - Josh H.: We invested in a new decibel meter. We are taking our cues from churches that are doing worship well and modeling our worship after them.
 - Cory M.: the speakers point directly at the congregation and people have said to me that it is too loud.
 - Josh H.: We are doing our best to monitor this and work with the sanctuary set up.
- Alan D.: I have trouble with sound, making the instrumental so loud and to hear the people around you. It is nice to hear others around you singing. What is the downside of going down a bit? Why does it have to be 90 instead of 80?
 - Josh H.: Growing church data states that people like to feel the music and do not want to hear people around them. Our sanctuary is not made for this type of music.
- Sue M.: Had a young gal come with me to church who was unchurched. The last song was a hymn that she knew from her youth and she was able to participate. It was a great way for her to connect to the service.
- Lisa P.: Outdoor service: In the past few years we have run the level at 75, the city says that we can be at 90. This past year we ran it around 80 to 84 without a complaint from neighbors and positive feedback from people.
- Lisa P.: I was not aware the musicians are paid?

- Josh H.: To get quality musicians, we need to pay them. It adds a level of accountability with the musicians. This is a standard practice.
- Heather H.: Why are we leaving the drums up on the stage?
 - Josh H.: Drums stay up because the organ stays up
- Rich G.: If you don't value the youth and family, we don't see them and they won't come.
- Lisa R.: Wasn't this change made to be more inviting to new people?
 - Josh H.: People might not want to come if they learn kids are performing.
- Lisa P. and Cory M.: what is your standard for kids' performances?
 - Josh H.: We work with them to make sure that they are able to have a good experience performing.
- Lisa P.: Glad this is coming back.
 - Josh H.: I will push for it when we are at the point to make the change
- Alan D.: Have you made measurements of the sound in the Latino service? What is the sound in the traditional service?
 - Josh H.: We have not.
- Sondi J.: Can sound level vary throughout the sanctuary?
 - Our space is not great for sound.
- Craig R-: The drums were overpowering when they were over on the side
 - Josh H.: Usually you put your loudest instrument in the middle because the sound projects best that way. You have less control with electronic drums.
- Cory M.: I don't like the drum on the stage but I like the sound.
 - We spend a lot of time matching the box to the organ.
- Marisa H.: I appreciate your presentation. Remember that there are a lot of preferences in a congregation. It is such a challenge to consider every need and want. This was very helpful when speaking to the congregation so that we can educate them for the reasons we do this.
- Jim B. Appreciated your transparency and the opportunity to grow and are we willing to cast the net for the unchurched - it starts with worship.
- Steve O.: With all the questions and comments that you have received from the council this evening, I would hope that there would be some recommendations we could provide to you in the future. The things that we are talking about tonight should have been talked about years ago, (ask Josh) that when you see the need for change, you bring them to the council.
 - Josh H.: I fully recognize what the constitution states is the council's responsibility. What is the level of oversight because I need the council to trust me to make these decisions?
 - Rich G.: It would be good to start a goal discussion
 - Josh H.: I will bring the team's goals to you in the future.

Financial

- Overview given by Jerry G.

Scott M.: When is the next council meeting? Will there be a governance update?

Dave K.: We have a meeting scheduled for June.

Jim B.: We should have some type of update.

Respectfully submitted,
Heather Hosfield