

MEETING MINUTES
CALVARY LUTHERAN CHURCH COUNCIL
August 22, 2017
6:30 p.m.

Members Present: Craig Anderson, Susan Bagge, Thomas Bonhiver, Jim Borowick, Paul Carlson, Alan Dewey, Pete Duelo, Rosalba Hernandez, Marisa Houghland, Sondi Johnson, Anne Kaluza, Suzanne Kersten, Dave Kufahl, Cory Maass, Susan Mork, Lisa Paulson, Mary Jo Peterson, Craig Recknagel, Carol Rudd, and Steve Thompson

Staff Present: Pastors Jason Roton and Carol Skjogstad.; Jason Beaver and Jerry Gates

Members Absent: Rick Bode, Washington Castillo, Rich Graversen, Dan Hanson, Heather Hosfield, Tim Johnson, Scott Madson, Philip Nelson, Christine Olkives, Steven Opheim, Connie Otto, Lisa Reesnes and John Swanson.

Devotions—Jim B.:

“Wildly Important Goals”

- Clinging to what we know—aversion to risk—gets in the way of what is wildly important to our vision
- Matthew 25—parable of the talents: those who do not use/invest their talents face consequences
- Two servants were willing to *risk* for the wildly important goals of their Master
- One servant was afraid...hesitated...and actually *lost* value, squandered his opportunity.
- Applies to churches, as well (Revelation 2-3)—Jesus scolds churches for squandering what was given to them.
- This fall at Calvary: we’re pushing aside the old formula to truly engage our neighbor and live out our mission
- Let’s pray that 1,000 acts of kindness turn into 1,000 new visitors because we didn’t play it safe!

Endowment Board Recommendations: Mark Pedersen

- Approved unanimously

Dave K.—Mission

Question: Do you think Calvary is a welcoming and inviting church?

- Many new members commented that they were struck by how welcome they felt.
- Mary Jo P.: Counter to that is that people who don’t join may not contact Calvary to let us know they didn’t feel welcome.
- Sondi J.: Friend came—“I’ll bet there were 20 people who greeted me and welcomed me before I sat down.”
- Lisa P.: Having greeters at all the doors has been a great change.
- Steve T.: Parking lot team is a great group—they need more help.
- Pastor Carol: Parking lot team so helpful! (umbrellas, opening doors, etc.).

Question: More pointed question—so as leaders here, do *you* feel you are welcoming and inviting? The “Hi, Neighbor” challenge is an opportunity to step out and set the example of being welcoming and inviting. Does Calvary feel like a safe place to invite people?

- Lisa P.: Sometimes it feels a little awkward when people have heard of what’s gone on at Calvary, but there’s also the perspective that churches everywhere are facing challenges.
- Susan B.: VBS was phenomenal, and that was so easy to invite people to. Why is it so easy to invite people to things like that?
- Craig R: We have someone in mind we’re planning to invite to Calvary, and we have no reservations about that at all.
- Jim B.: Quality of our services is excellent.

Approve Minutes of July 25, 2017 Meeting

- Steve T: Page 3, Traditional Worship Changes, “LBW setting” should be “LBW Setting 1.” AND, Page 4, “John P” should be “John S.”
- Approved minutes as modified.

Governance Committee Recommendations

- Dave K.
 - At this point, recommendation only; no decisions have been made, because it’s up to the council to make those decisions.
 - This discussion will be divided into two parts; tonight is information sharing only; September 19 meeting for discussion and approval.
 - We will have a separate meeting to discuss pros and cons, and whether we want to continue with these recommendations.
- Jim B., Todd L.
 - Background: *This was an initiative created by and owned by the council.*
 - Implementation team took their charge very seriously.
 - Decision Process
 - Timeline, dating back to September, 2013.
 - Governance Implementation Committee Plan: each step requires approval of council in order to move forward.
 - Decision Requested at September 19 meeting: greater than 75% approval and willing to advocate for these changes.
 - Argument for Change—4 Problems to Address:
 - Lack of strategic direction (currently fairly short-term focus, doesn’t allow for focus on longer term strategic direction).
—Mick Lee:
 - Calvary began as a mission plant in 1946, post-war population & construction boom. Calvary experienced huge growth for the next five decades—in large part because of our excellent location and the circumstances around us (not necessarily because of our strategic governance—no clear mission/vision/values, infrastructure, accountability, etc.).
 - 2002 “Bold Vision”—stay in Golden Valley, clarified mission/vision; developed strategic plan, organizational structure.
 - The unwieldy nature of the governance structure we have now is a roadblock to Calvary’s future momentum.

- Function—complexity in decision making
—John Russo:
 - EC + 33 Member Council: not a nimble decision-making body, adds complexity, creates confusion about roles & responsibilities.
 - Office and council terms.
 - Calvary is an outlier in terms of our governance structure.
- Stewardship of time
—Dave K.
 - Over 1500 people-hours spent annually in meetings between council and executive council meetings.
 - Is this a good use of our members' time? What could we do with council time released into *mission*?
- Lack of clarity
—John Russo
 - Roles & Responsibilities are often confusing (EC, council, senior pastor, staff, congregation)
 - Confusion often leads to conflict (which is often not resolved)
- What success looks like in each of those four problem areas
- Proposed New Structure:
 - Discussion
- This rationale is result of approximately 15 meetings.
- Next steps:
 - September 19 Special Council Meeting for further discussion.
 - If approved, Council will need to socialize proposal with congregation.
- Questions/Comments

Interim Pastor Search Committee Status Update: Sue M.

- Unanimous decision on interim pastor

Senior Pastor Call Committee Status Update: Rich G.

- Formulating interview questions
- Researching candidates
- Position and job description is listed on the website

Miscellaneous Updates: Dave K.

- Return membership cards and encourage congregation to do so, also.
- Next annual meeting: Tuesday, October 24
- Two at-large EC members will be voted on at the September 26 council meeting (returning council members are eligible—not incoming or outgoing).
- Music volume at modern worship service will be reduced by 5db.

Financial Report—Jerry Gates:

- We're in great shape.

CYF Updates—Jason Roton

- Sunday, September 17: Jonathan McKee "Parenting the Smart-Phone Generation" event.
- Starting parenting small groups in the wake of that.

- Re-launching cell ministries in fall of 2018, training to occur during preceding school year.

Close in Lord's Prayer.

Respectfully submitted, Heather Hosfield

Special Council Meeting for Governance Discussion: September 19, 2017

Next Council Meeting: September 26, 2017