

MEETING MINUTES
CALVARY LUTHERAN CHURCH COUNCIL
April 24, 2018

Members Present: Thomas Bonhiver, Washington Castillo, Danielle Drevlow, Ted Fokken, Dan Hanson, Mike Hofstad, Heather Hosfield, Marisa Houghland, Sondi Johnson, Suzanne Kersten, Anne Kaluza, Dave Kufahl, Rita Lambrecht, Mark Lewis, Kristin Loncorich, Cory Maass, Scott Madson, Stuart McFarland, Susan Mork, Christine Olkives, Steven Opheim, Connie Otto, Lisa Paulson, Mary Jo Peterson, Kelly Ramos, Craig Recknagel, Sara Ryberg, John Swanson, Steve Thompson

Staff Present: Jason Beaver, Jerry Gates, Dave Glesne, Jason Roton, Carol Skjegstad

Members Absent: Susan Bagge, Paul Carlson,

Devotion—Kristin Loncorich

- Romans 15:1-13
 - The God of *hope* will fill us with joy and peace, so that we may overflow with hope!
 - Two keys to *hope*
 - Endurance (to bear up under pressure)
 - The *encouragement* (comfort, strengthening) of the Scriptures: comforts our souls and bolsters us

Call Committee Update

- Call committee
 - Holy Spirit driven
 - Very diverse group
 - Different backgrounds, experiences with Calvary over the past few years, etc.
 - *And yet:* ALL on the same page when it came to the non-negotiables of what was important in a senior pastor candidate
- Timeline: weekly (at least) since June 2017
- About 25 online applicants (Zach Thompson was one of those)
- Engaged Vanderbloemen to ensure that the process was as thorough as possible; Vanderbloemen narrowed the pool to 6 candidates, Pastor Zach among them.
- Also, psychological/leadership analysis of Pastor Zach—results consistent both with Vanderbloemen and with Pastor Zach's own responses
- Qualities/Attributes that stood out about Pastor Zach
 - Has mentors in his life that he has actively sought out and continues to meet with on a regular basis
 - Humble, personable, consistent, collaborative
 - Excellent preacher
 - Solid Lutheran theology
 - Strong family relationships
 - Person of integrity
 - Heart for the unchurched

- Leadership style: team-oriented whenever possible, consensus-builder, collaborative, servant leader
- It's his instinct to pray *for* and pray *with* people in times of crisis.
- Pastor Zach knows Calvary's history; confident that God has great plans for Calvary and he's excited and feels humbled to be a part of that
- He has experienced great success with church growth
 - He "leads from the front" in establishing an inviting culture
 - Great priority placed on small groups: "Circles are better than rows."
- Aware of changes coming in Calvary's governance model
- Watch/listen to Pastor Zach's sermons: <http://rejoicenorthfield.org/go/downloads>

Senior Pastor Welcome Team/Committee—begin planning welcome and transition

- 6-member team
 - 2 staff: Cindy Engelkes, Liz Turner
 - 2 call committee: Rich Graverson, Julie Russo
 - 2 council members: Rita Lambrecht, Craig Recknagel
- Senior Pastor Welcome Team Charter
 - Build positive relationships between pastor & his family, and staff, congregation, and community
 - Work with Jason Beaver and staff to organize and facilitate welcome activities
 - Welcome and introduce pastor & his family to Calvary
 - Help with smooth transition to Calvary and the community
 - Work with pastor & his wife to develop a plan/schedule for meetings, welcome activities, etc.
 - Keep Executive Committee informed throughout the process
- Important: *Welcome Team will plan events/activities, but will need volunteers throughout!*

Motion to approve March 27 minutes; approved

Mission and Ministries Spotlight: Worship Experience

- Mission
 - Experience the living God in ever deeper ways
 - Empower creative collaboration through new and existing artistic groups
 - Engage our community and the world beyond for the cause of Christ
- 2017 Goals
 - Invest in our teams
 - Invest in our community
 - Be aware of the Holy Spirit's leading
- Modern "Wins"
 - Attracting new worship team members (many of them younger)
 - Vocal and physical participation in church
 - Church feels comfortable for inviting people (in part because of consistency)
- Traditional "Wins"
 - Stronger congregational singing (consistent cantor; choir support)
 - Successful implementation of new liturgy setting (Sept '17-Feb '18)

- Positive congregational feedback of special music ensembles (bells, brass, men's group)—*shows* that Calvary is investing in our traditional worship
- Guest Experience “Wins”
 - Christmas/Easter—many volunteers compared to last year
 - Feedback from guests that they felt welcome
 - Volunteers seem to understand why hospitality is important
- Modern Areas of Improvement (AOI)
 - Developing worship team
 - Decrease number of distraction (tech, sound, etc.)
 - Find ways to increase kids participating in worship
- Traditional AOI
 - Greater congregational involvement in service
 - Education/framing of liturgy (answering the “why” of liturgy)
 - Further develop the men's vocal ensemble
- Guest Experience AOI
 - Volunteer appreciation
 - New volunteers
 - How can “intro to Calvary” be something people want to attend?
- What we're excited about
 - Re-investment in developing students as worship leaders and restructuring of children's music programming
 - The church is actively participating in all forms of English worship
 - Calvary's worship experience has moved forward at a time of transition when it “should” have moved backwards
- Discussion
 - Phillips, Craig, and Dean
 - Cost about \$20,000; made about \$16,000 (around 700 tickets sold)
 - Purpose of these special events is to draw people to Calvary for consistent worship; since that's not happening, we're not doing a spring concert
 - Rationale for new structure of children's music experiences; Thursday night children's music
 - Chancel lighting
 - Possibility of a completely traditional and completely modern service on Christmas/Easter—senior pastor decision
 - Appreciation for worship team's intentional efforts in keeping congregation focused on Jesus (not *just* on the music/lighting/etc.)
 - Appreciation for changes in decibel levels
 - Importance of an “entrepreneurial heart”—a willingness to try new things
 - Appreciation for passion and talent in both modern and traditional worship; encouragement to continued openness to feedback

Easter Wrap-Up

- Attendance
- Style
 - Intentionally planned to be accessible to guests

- Feedback that some would prefer a completely traditional service, separate from a completely modern service (as opposed to a blended service)
- Helpful historical perspective from Pastor Carol
- Important to keep worship our focus, rather than preferences

Governance Team Update

- Feedback from congregation
 - Many still unaware of potential changes; open, but uninformed
 - Suggestion: Inform from screens, announcement/update during service
 - Concerns about inclusivity, especially for Spanish ministry
 - Concerns about governance lying with a small number of people
 - Questions about who approves nominations
 - “It’s about time.”
- Governance update meeting with congregation (this coming Sunday, April 29, 11:45a.m.) and atrium tables (Thursday, May 3, and Sunday, May 6)
- Other possibilities—council members or governance team members going to different groups; roving “question takers”

Lake Wapogasset Bible Camp Capital Campaign—\$3M goal over 3 years

- Dining hall, indoor recreation and meeting space, grand welcome point
- Calvary’s possible involvement
 - Endowment board
 - Invite Wapo to host a fundraising event at Calvary
 - Funds from general budget
- Seeking volunteers for a council subcommittee (financial background preferred)

Congregational Survey—*Reveal*

- Recommend waiting until this fall (to have the best chance of strong participation)

Financial Report—Jerry Gates

Membership Numbers—Jason Beaver

- As of Aug 2015: 4,418
- To date: 3,537
- Baptisms: 91 over 2-year period
- New members: 136 over 1 ½ year period (pending membership reconciliation)

Closed with the Lord’s Prayer

Submitted by Marisa Houghland

Next Council Meeting: Tuesday, May 22, 2018