

CALVARY LUTHERAN CHURCH COUNCIL

MEETING MINUTES FOR SEPTEMBER 22, 2015

Members Present: Craig Anderson, Susan Beacham, Rick Bode, Jim Borowick, Pete Duelo, Dave Eshelman, Carl Geving, Linda Glass, Steve Hagstrom, Julie Holmen, Heather Hosfield, Marisa Houghland, Tim Johnson, Don Keefe, Dave Kufahl, Todd Loncorich, Susan Mork, Kristi Olien, Lisa Reesnes, Carol Rudd, John Russo, Rod Wallace and Karis Wong.

Also present: Pastors Jeff Krogstad and Carol Skjegstad and Jason Beaver and Jerry Gates.

Absent: Jeff Pedersen, Jan Pogue, Nancy Post and Steve Waters.

Devotions: Marisa Houghland - "Listen Slowly" Psalm 25.

Introduced Jason Beaver as Executive Director.

Minutes of August 25, 2015 approved.

Financial Update: Jerry Gates - ended the year with surplus. Jerry presented the 2015-2016 budget to be approved by Council. Budget approved.

Elections for Executive Committee-at-large members: Marissa Houghland and Craig Anderson were elected by the Council for one-year term, November, 2015-October, 2016.

Consultant Discussion: Julie Holmen presented Best Christian Workplace Institute and John Russo presented Walkalong Consulting. As a result of the discussion a motion was made, seconded and passed to hire Best Christian Workplace Institute as follows:

"Calvary Lutheran Church will retain Best Christian Workplace Institute, herein known as BCWI, with the point man being Cary Humphries to fulfill requirements of the motion made by Andy Start at the Calvary Special Congregational Meeting held Sunday August 30, 2015 (language of motion attached) so long as BCWI is capable and willing to incorporate one-on-one interviews with the staff and incorporate those findings into the recommendations. If they are unwilling or unable we will hire Jim Pence of Walkalong Consulting."

Also as a result of the motion made by John Russo at the Calvary Special Congregational Meeting held Sunday August 30, 2015 (language of motion attached), a motion was made, seconded and passed as follows: "Pastor Jeff must get a formal mentor and management training".

Worship Time Committee Update: A motion made, seconded and passed as follows: "The Council recommends socializing the congregation and receiving feedback about the change in worship schedule as recommended by the Worship Time Committee as follows:

"8:00 a.m. traditional - chapel; 9:15 a.m. traditional - sanctuary; 10:45 a.m. modern - sanctuary."

Former Staff Discussion: Council should discuss and make a policy regarding former employees returning to offer their services at Calvary. John will e-mail a pro/con list to Council before next meeting.

Nomination Procedure Discussion: Council should discuss and decide how to handle and communicate this process in the future.

Governance Committee Update: Tabled until work with consultant is underway and we receive feedback from them.

Closed with the Lord's Prayer.

Next meeting is Annual Meeting, 7:00 p.m., Tuesday, October 20, 2015.

Submitted by Susan Mork