

CALVARY LUTHERAN CHURCH COUNCIL
MEETING MINUTES FOR JANUARY 26, 2016

Members present: Craig Anderson, Susan Beacham, Rick Bode, Jim Borowick, Paul Carlson, Pete Duelo, Carl Geving, Linda Glass, Rich Graversen, Steve Hagstrom, Dan Hanson, Heather Hetzler, Julie Holmen, Heather Hosfield, Tim Johnson, Anne Kaluza, Dave Kufahl, Cory Maass, Scott Madson, Philip Nelson, Christine Olkives, Steven Opheim, Connie Otto, Jeff Pedersen, Craig Recknagel, Lisa Reesnes and Carol Rudd.

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

Absent: Dave Eshelman, Marissa Houghland, Suzanne Kersten, June Mattson and Kristi Olien.

Devotions: Craig Anderson: "I Am a Church Member" by Thom Rainer.

1. I Will Be a Unifying Church Member
2. I Will Not Let the Church Be About My Preferences and Desires
3. I Will Pray for My Church Leaders
4. I Will Lead My Family to Be Healthy Church Members
5. I Will Be a Functioning Member
6. I Will Treasure Church Membership as a Gift

FMSC is at Calvary this week. Help pack, invite others.

Approval of meeting minutes: Changes need to be made to September minutes. Secretary will make changes and approve at next meeting.

Personnel Forms: Forms were explained and members asked to sign Whistle-Blower Protection and Conflict of Interest/Related Party.

Financial Report: Jerry Gates – There have been no other adjustments to budget. This will be done in the next 90 days.

Change Management Status: Pastor Jeff gave an update including a recent conversation with Cary: leadership cohesion has to be the highest priority and how do we create organizational cohesion in our staff. Pastor Jeff is working for trust and vulnerability in our staff, spending time with staff on a regular basis. Calvary hosts a staff brown bag lunch each Monday where staff can talk on different topics. Possible overnight staff retreat coming up soon to encourage more teamwork. Working to create our Adult Ministries department which will allow more collaboration. Working to create a staff leadership team so that everyone feels as though they have direction relationships to decisions that are being made.

Jeff has also been working with Jim Pence who is a management coach. Question: Is there a way to share that with the congregation? We did send out an update through the e-news post. We are looking for more ways to communicate.

Worship Schedule: Although there are benefits this may not be the best time for us to make changes.

- If we make the recommendation now and get feedback from the members over the summer, the fall would be the best time to start.
- It was thought that because of smaller attendance it would be easier in the summer.
- Support a change of the worship schedule because of the staff work that goes into each service. 30 minutes between services will give people more personal contact with the pastoral staff. The

11:15 is a small service currently; from a staffing standpoint the 11:15 service is not needed. Is this really discussing the elimination of the 11:15 service? Could they not adjust going to a service at 10:30? The reasons and recommendations stated in their findings show we could have a positive outcome to a change.

- How would it change our radio broadcast?
- One concern with making the change in the fall is that we need to be very clear with the communication on the change in case people are gone over the summer.
- Why did the EC recommend this?
 - Because change in worship schedule is second to a building program and we do not need more trauma. We need to be unifying right now.
 - This is another thing that we could use to rebuild trust.
- You are changing the way ministries are run on Sundays. We need a healthy staff taking this on and willing to be move forward. We do not have that right now.
- How do we measure what fruit is going to be born so that we can make changes in the future?
 - Feedback from staff and metrics we are using show positive movement. This may be a good thing but not at this time.
- Have we asked BCWI about this change?
 - This is out of their scope.
- Has anyone asked staff?
 - There was a lot of variation in staff of what they believe should be done.
- Has there been feedback from staff in the past months? Do they feel like they are unhealthy for this change?
 - If we need that feedback from staff to decide, Jeff can gather that feedback
- Last month there wasn't a lot of feedback from members. Did we get more since then?
 - Yes we did get more. A large group was in support. A large group didn't want the times so late; they wanted to merge the first two. It was still a small number of responses (30-40).
- Is it something that needs to be communicated more? There will be a lot more opinions once the decision is made. It might be something we could discuss at a round table.
 - There was a lot of silence too.
- We should be discussing the content of our worship not the time because that is what matters to people attending.
- We had two options, what was decided, are those final?
 - Yes
- We cannot be sure what the final outcome will be.
- Options presented are not times slots they like, not that they are opposed to change. Asking Jeff, what do we need in a service regarding announcements and communication during a service?
 - There is a fine line for the information that we share. The best place we have is what the pastor says on Sunday morning. The video announcements were becoming too consistent and it is a constant struggle to get communication out. There are exceptions, such as the serve form, given out this week. We have the possibility to request input from people. The reality is that we do not know how that change is going to impact you until the change is made. So feedback is important but outcomes may not be fully understood until the change is made. This has not been "kicked to the curb", instead tabled until a later date when it is appropriate.
- What is the next step that we are deciding?
 - Deciding on the change and going to the congregation to socialize.
- If we are going back to staff, do you think that we should give the congregation one more time to give their feedback, possibly in the bulletin?

- The silence is the answer. We are stretching our staff; this is the time to change. We could start by eliminating the 11:15 service?
- A lot of churches make their change over the summer. Make it a test market possibility and say if we get feedback during the summer and if it doesn't work we can take it back. We could call it "summer schedule."
- What about Grace Place planning?
 - We believe that CYF staff is in favor of the change. Registration is in March and April.
 - It sounds like there is a will for the change here, what about going back to the staff and deciding in February.
 - Adult ministry could do whatever is decided. Better to do it in the spring rather than fall.
 - We are often times limiting the adult education to accommodate going to worship.
 - People are often trickling in as the service starts which limits their time in worship.
 - Is there a cap in Grace Place? We are not currently capped.
- If we were to try it in the summer what is the time plan and the worship schedule.
- What about moving the 8:00 service to earlier.
 - Possibly moving this to 7:50.
- Is 8:00 "untouchable?"
 - Yes, this is a tradition and an intimate service.
 - They are very flexible actually and may be willing to change their schedules.
- Suggestion to schedule change during the summer: 7:50 (traditional, chapel), 9 (traditional, sanctuary), 10:30 (modern, park/sanctuary), no changes to Thursday night and the Spanish service – the need for feedback. We would need to communicate with families that the schedule is likely but not definite.
- Motion to change the schedule starting in the summer to 7:50 (traditional, chapel), 9:00 (traditional, sanctuary), 10:30 (modern, park/sanctuary), no changes to Thursday night and the Spanish service.
 - The council was asked to get feedback from staff and their community and report back at the next council meeting regarding how this change will affect congregation members to possibly make this change permanent. Motion passed; one nay.
 - Craig Anderson will head up a group to get feedback and speak about the positives of the change.

Voting Guidelines

- Overview by Jason B.
- What is a member
 - Currently the constitution states members are confirmed members.
- We are still doing hand voting.
- Motion to adopt the guidelines and seconded.
- Motion passed.

Motion to adjourn, seconded and passed.

Closed in the Lord's Prayer.

Next Council Meeting: Tuesday, February 23, 2016