

MEETING MINUTES
CALVARY LUTHERAN CHURCH COUNCIL
June 28, 2016
6:30 p.m.

Members Present: Craig Anderson, Rick Bode, Jim Borowick, Paul Carlson, Pete Duelo, Dave Eshelman, Carl Geving, Rich Graversen, Steve Hagstrom, Dan Hanson, Julie Holmen, Heather Hosfield, Tim Johnson, Anne Kaluza, Suzanne Kersten, Dave Kufahl, Cory Maass, Scott Madson, Philip Nelson, Christine Olkives, Steven Opheim, Jeff Pedersen, Craig Recknagel, Lisa Reesnes, Carol Rudd.

Staff Present: Jason Beaver, Jerry Gates, Jeff Krogstad, Jose Macias, Jason Roton.

Members Absent: Susan Beacham, Linda Glass, Heather Hetzler, Marisa Houghland, June Mattson, Connie Otto,

Devotions: Jim Borowick

- Our responsibility as leaders in congregation and what it means. The whole aspect of obedience in humility. Philippians 2:1-18. Jesus is the ultimate example of humility and obedience and how the father exalted him for this. How we live reflects who we obey. How we minister reflects who we obey. How we lead reflects who we obey. How can we reflect that in our lives and as leaders in this church? What will He find in us that reflects Jesus' humility and obedience? When the world looks back at our time as leaders, will they say that we had a servant's heart that obeyed Jesus?

Approval of Minutes of May 24 meeting

- Approved
 - Slight change on page two, PMI to P&I

Financial report

- Given by Jerry Gates
 - Steve Opheim, are there challenges of how we receive pledges based on a calendar year and we run on a different FY?
 - People complete their pledges on a yearly basis. When we first started we had a few issues but it hasn't been a problem since.

Staff update

- At our last council meeting the council voted to approve a budget cut of 341K.
- These discussions took place yesterday. Dorree Adelman, Leif Engwall, Diane LaFontaine, Roxanne Pengelly and Deb Wagner's positions were eliminated. Jerry Gates and Lora Edward's positions had a reduction of hours.
- FAQs of this process
 - Severance package: everyone was offered a package.

- How will this be communicated: there will be an insert in the bulletin this week, an E-news next week and the next issue of Calvary Calls. There have been two staff meetings to inform remaining staff.
- May we contact those who were impacted? Yes, please contact those staff and remaining staff. Please let them know they are supported.
- Are they welcome at Calvary? Yes, they are more than welcome to participate.
- Are we done with the cuts? Yes, these were made to meet the predicted budget.
- How may we help:
 - Speak about the reductions; recognize that this is difficult but we must be good stewards of the money God has given us.
 - Get involved. We will have five fewer members on staff and we will need help to move forward.
 - Support the staff: encourage those remaining and those who have left.
- Pastor Jeff: Psalm 130, prayer and reflection.
- Dave Eshelman: We must ask members for understanding and that we as a congregation, just as we do at home, must stay within our budget.
- Overview of the reporting structure.
 - Given by Jason Beaver
 - Breaking down of silos
 - We are focusing on healing and restoration as a staff
 - How can we depend on each other as staff members
 - Discipleship Pathway will be a focus
- Questions
 - Steve O.: Do each of the members of staff have a job description.
 - Jason B.: yes, but we will need to be updating the job descriptions at this next review cycle
 - Philip Nelson: how much of the roadmap goes back to the challenges we are facing as a church
 - Jason B.: yes, everything on our roadmap is in place to meet the challenges
 - Craig A.: Question about small groups
 - This will be discussed with discipleship pathway
 - Pete Duelo: Since these were made because of budget cuts, will there be receptions for these people
 - Dave K.: we weren't sure if people would like to come back for a reception.
 - Scott: We should ask these people if they would like it. It is a good way to give people the opportunity to say good-bye.
 - Pete D.: I was asked specifically to ask that tonight.
 - Pastor Jose: It is important to make sure people are healthy when asking if these staff members would like to.
 - Julie Holmen: it is difficult being in the position of being laid off; it is easy to feel isolated. I don't know if I would have liked to come back but would have liked to

have something to not feel as isolated. What if we can create some sort of an opportunity for members to pass along a message to these staff members.

- Pastor Jeff: I have seen this done, without doing something that may be possibility.
- Phillip N.: did they get a chance to say good-bye to other staff members?
 - Dave K. and Pastor Jeff: Yes, they were given a couple hours to say good-bye.
- Philip N.: it might be nice to give people a chance to have a reception with at least other staff members.
- Craig Recknagel: it would be nice if we could have cards or something for people this Sunday, especially for younger kids.

Atrium Table - July 10

- Dave K. Asked council members to sign up.
- There will be a document to answer questions asked at the last table and the actions taken from those.

Discipleship Pathway

- We need to have criteria of how to identify how a ministry follows our mission statement, “to lead people into a growing relationship with Jesus Christ.”
 - We are creating a pathway (not the only way, just the most direct way) to disciple to others.
 - On ramps, what are the ways that people come into Calvary (like worship, or FMSC)
- Discipleship Pathway
- “The Fully Devoted Follower of Jesus Christ” Those people following our priorities
 - This will include small groups and other ways followers can connect to each other- DNAs
 - We will create a pathway for people to start on an on ramp, and then move on the discipleship pathway to become “The Fully Devoted Follower of Jesus Christ”
 - The discipleship pathway may include
 - Alpha (or other form)
 - New members experience- like the discovery experience- understand what are your spiritual gifts
 - We need to be able to tell people that this is how you grow at Calvary.
 - Steve O.: This is similar to what Craig was discussing in the past, what it means to be a member of Calvary. It is important for the Senior Pastor to challenge people’s faith. It is great that you are putting structure around this challenge. We are giving people the opportunity to take personal ownership in their journey and to have a path.
 - Jim Borowick: This is relatively simple and it gives people the chance to latch onto it and make it their own.

- Lisa Reesnes: How are we communicating this to the congregation
 - Pastor Jeff: some of these pieces are in place and some need to be developed. We need to be using this for years and years so it may take a while for us to develop this in its entirety. This will require people to volunteer their time and have ownership in these events, on ramps, and things on the pathway.
- Christine Olkives: Is there anything you are planning on removing to make room for new things?
 - Pastor Jeff: No we have to lay everything out and give events the opportunity to succeed. How do we take things that may be good now and will become great as part of this process.
- Philip N.: This seems focused on adult ministry, how are we using it in CYF?
 - Pastor Jeff: The CYF on ramps are different but are important, such as baptism. There are also things in place to help kids grow in their relationship with Jesus Christ. There are a lot of parallels with adult ministries and CYF.

Lay Leadership Accountability

- Dave K.
 - This goes back to our August 2015 meeting.
 - The focus was on a mentor and a consultant.
 - There was also a portion of the lay leadership accountability.
- Pastor Jeff
 - One of the things that we face as a church council, is that 11 members of this council just started last October.
 - That August meeting was difficult but God has been faithful and many good things have come from that meeting
 - BCWI came in to address the feeling that the staff environment was hostile. Cary Humphries developed a survey with Jason Beaver and did individual interviews.
 - BCWI- worked with staff (not lay leadership, etc.), as a starting place to help make Calvary into a good place.
 - BCWI identifies a few areas to work on and with their recommendations and these actions the environment will become healthier.
 - We will do this survey each fall and it will be used to identify if we are working towards our goals
 - Mentors: One action item from the August meeting was a requirement for Pastor Jeff to get a mentor. Jim Pence has been meeting with Pastor Jeff.
 - Jim will also be giving insight into lay leadership.
 - Steve O.: The council should be given a copy of the report
 - Pastor Jeff: the council was given a copy and it was included in a blog in January of this year.
 - Steve O.: We need to remember to follow up on the resolution for the August meeting: engage an outside firm of change management experts to assess our situation and recommend changes related to transparency, governance, lay

leadership accountabilities and the apparent hostile environment toward staff. We have a mandate to give us input of lay leadership accountability. The issues we are facing here, we have staff, council and the EC. That is the relationship and management process for these three bodies. The constitution lays out that the council is the board of directors but we have staff dealing with the day to day management. What is best for Calvary? What is the structure of how decisions should be made? We have a resolution we need to follow up on.

- Pastor Jeff: That is exactly what we will discuss on July 7th, how we can engage him to give us feedback on the governance structure.
- Dave K.: We will report back anything not confidential to the council after that meeting.
- Dave K: from your perspective, are we working well together as council and Executive Committee?
 - Paul Carlson: I think we are getting the information that we can get- not personal information that the EC cannot share.
 - Carol Rudd: I am very impressed with this group, we are able to get down to business and get the job done. This is a very caring and Calvary oriented group.
- Dave K.: What changes do we as an EC need to do better?
 - Steve Hagstrom: get the agenda sooner
 - Craig Anderson: Seconded
 - Steve O.: Commended Dave's leadership as president. We didn't receive the information before the cuts were made but I am confident in the process. Financial information has been given to us clearly each month and we were able to make the resolution with all of the facts. We understand that these cuts needed to be made with staff adjustments. The EC was as transparent as they could during the process. Thanks to Dave and the rest of the EC. Example of the worship time change, the EC recommended waiting but the council decided against it.
 - Dave K.: We do the best we can to bring what we can to the council
 - Steve O.: We should bring communication of our status back to the congregation possibly in August, one year later.

Next Council meeting: Aug. 23, 2016

The council meets on the 4th Tuesday of the month at 6:30 pm in the following months: Jan, Feb, Apr, Jun, Aug, Sept, Nov and other times as needed.