

MEETING MINUTES
CALVARY LUTHERAN CHURCH COUNCIL
September 27, 2016
6:30 p.m.

Members Present: Susan Beacham, Rick Bode, Jim Borowick, Paul Carlson, Pete Duelo, David Eshelman, Linda Glass, Rich Graversen, Steve Hagstrom, Julie Holmen, Heather Hosfield, Marisa Houghland, Tim Johnson, Anne Kaluza, Suzanne Kersten, Dave Kufahl, Cory Maass, Scott Madson, June Mattson, Philip Nelson, Christine Olkives, Steven Opheim, Connie Otto, Craig Recknagel, Lisa Reesnes and Carol Rudd.

Staff Present: Jason Beaver, Jerry Gates, Pastors Jeff Krogstad, Jose Macias, Jason Roton and Carol Skjegstad.

Members Absent: Craig Anderson, Carl Geving, Dan Hanson, Heather Hetzler and Jeff Pedersen.

Devotions: Steven Opheim

- Marc Chagall- skill/talent and creation of the Fraumunster
- What is the definition of talent and what was the definition of talent in the past?
- WE are stewards of every gift, using each for our and our neighbor's salvation.
- The question is "what are we doing with our talents- at home, work, community and Calvary?"
- God works through people.
- Everything done at Calvary is prayerfully considered, and each of us, with our service to this congregation, is an answer to prayer.
- Everything we have been given should be used to glorify God.

Sign up for the Guest Experience- call from Josh

- Craig Recknagel encouraged others to bring your kids

Approval of minutes from August 23rd meeting

- Minutes are approved with two changes from Rich Graversen and one from Anne Kaluza.

Financial report

- Given by Jerry Gates
 - Attendance and giving was lower this past year.
 - Expenses were down, but the shortfall in giving resulted in a church shortfall of \$102K.
 - Child care budget was right on target.
 - Church-wide we ended up with a positive number of \$94K Surplus for the FY16 year
 - Scott M. - was the cash position for the church relatively flat?
 - Yes, we didn't cut too far into our cash flow because of our financial wherewithal.

Budget review and approval

- Given by Jerry Gates
 - We start the budget process with the question, "what will our contributions be in the next year?"
 - We reduced the anticipated contributions; ministries expenses stay flat.
 - There was increased giving by specific families to help with the shortfall. Allows us to have a flat budget, with a break-even at the end of the year.

- Steve Opheim: Special contribution; what line are they on?
 - Line number 5
- Steve O.: budget report from the bulletin, already behind
 - We are timing these donations throughout the year
- What should we be looking forward to in the coming months so that we are dealing with potential needed changes on the council level? What changes could be made mid-year if we need to make them?
 - As we look at how Calvary is structured, we changed our FY start date so that we can receive our largest gifts early in the FY so we can have 8 months to adjust
 - Instead of strategizing on what steps we will be taking if there is a shortfall, we should focus on how we can change things for the better. If we see that our attendance is continuing to decline, then we can start to discuss what changes need to be made. We cannot have an answer now because we cannot predict why we have shortfall
 - Pastor Jeff: one thing that we need to keep in mind is that we have one year of special gifts. These are one-time gifts so we have to re-educate our congregation. Our congregation should be answering the question, what is the biblical wisdom of my finances? How do we step up so that we can create a healthy financial environment at Calvary?
 - Jerry G.: we don't want to sit on the sidelines and wait for something bad to be happening. There is a lot of energy for the positive and that is where we should be focusing.
- Paul Carlson: if these numbers are approved, are you going to mention that additional gift at the annual meeting?
 - Jerry G: we should be sharing that so the congregation knows.
- Phillip Nelson: were these gifts solicited?
 - Pastor Jeff: These households initiated these conversations because they are excited where we are headed.
 - Jerry G: a lot of congregations have to ask for these gifts.
 - Steve O: great encouragement to congregation members to hear of these gifts. Faith is a journey and giving is too. Thank you to Jerry for all of your work.
 - Agreement from whole council on thanks to Jerry for all of his work.
- Rich G.: what is in here for salary increases?
 - Jerry: There is no room for an increase at this time. We will look at that after December.
- Ask for motion to approve the budget, seconded. Motion is passed. Budget is approved.

Hiring updates

- Hiring of Margret Mahowald- as the childcare director
- Hiring of infant teacher
- Hiring of Facilities supervisor- Matt Bromander
- Both positions were hired through a team hiring model

Executive Committee vote for two members at-large

- Overview given by Dave K.
 - Marisa Hougland and Jim Borowick were the members-at-large from this past year.
 - Marisa will be unable to serve again next year.
 - Roman ballot will be used this year.

- Two clear winners will be used if there is a clear majority.
- First round
 - Jim Borowick
 - Scott Madson
 - Pete Duelo
 - Steven Opheim
- Second round
 - Scott Madson
 - Pete Duelo
 - Steven Opheim
- Elected
 - Jim Borowick
 - Pete Duelo
- Thank you to all of the members that have put in their three years! Your dedication has been tremendous.

The Virtues Campus

- Overview given by Pastor Jeff
 - FYI- in the future we as a church and a council will need to make choices about this.
 - Calvary isn't ready for implementation of this but this is a great program. We can start the discussion if this is something good for Calvary in the future.
 - There are up to seven students per location.
 - They are looking for locations for campuses.
 - Low cost education because it is recognized students are taking on a lot of debt for college education.
 - Linda Glass: is this accredited?
 - Pastor Jeff: Yes, these courses are often given credit through Waldorf.

Staff Excitement

- Overview given by Pastor Jeff
 - Our staff has been working very hard the past few months. Please affirm them and that you are excited about where Calvary is going through their work and their gifts.

Stewardship

- Overview given by Pastor Jeff
 - This fall we will have a focus on stewardship.
 - Community picnic- great feedback

Clarification of membership for annual meetings

- Overview given by Dave Kufahl
 - Clarification, we would like to encourage each and every member of Calvary to come. If they are inactive they can show up at the annual meeting; they can be changed to active at the annual meeting.
 - Annual meeting- Tuesday, October 25th.

October 6th and 9th atrium table sign up and FAQ review

- Dave K.: Ask for sign-ups for the table
- Dave K.: FAQs: Lois sent these out
- Dave K.: questions going forward?

- Steve O.: I think it is vitally important for members to be able to share their feelings, thoughts, comments or questions. Puts a face to council members. Opportunity for a conversation and personal communication. Outstanding opportunity.
- Dave K.: Encourage those that haven't signed up yet.
- Anne K.: goals? Does this get at the heart of the question?
 - Pastor Jeff: there is the opportunity for a cheat sheet or reference point
 - Jim B.: Where can they go to get it?

BCWI update

- Given by Jason B.: two-thirds of the staff has completed this survey.
- Dave K.: because we have a good baseline, we will be able to track progress. We did have a chance to look at the Jim P. report after our last meeting.
- Pastor Jeff: the written summary was a completion of the work Jeff and Jim completed over the past year. Are there any things that you would like to discuss?
 - Pete D.: what does power-centric and mission-centric mean? What is the difference between mission driven and evangelism? Not sure what this means because we have a very large mission focus.
 - Julie Holmen: Agreement to this statement. Calvary has always had a commitment to its mission. It had a uniquely large amount given to mission.
 - Pastor Jeff: Calvary does have a great history to mission in all forms; none of that is being doubted or disparaged in this document. Churches have inertia to push them to be mission focused. If that inertia is not maintained they can slowly focus inward. In 2009 when the original survey was done, the church was so eager to focus on others and missions. When changes began to be made, there was resistance to changes. Why did this change? There were dynamics that the congregation needs to own as well to this change. Without gospel centered leadership we have a tendency to turn inward.
 - Steve O.: without commenting on this report; in terms of the layout, it is a final report from the work of Jeff and Jim's work. We read Jeff's feedback first. I would have it laid out differently: this is what I was charged to do, this is what we did and our take away, this is what my recommendations are. Instead it is Jeff's work and Jim's comments on it.
 - Pastor Jeff: One point of information, this is how Jim recommended the report should be presented.
 - Julie H.: have you heard feedback since it has gone out? Personally when I read this, it seemed to lay blame to the feet of the congregation for what was happening. It was disheartening because this congregation is still passionate about Christ. My concern was how they might feel about this since they have been through so much.
 - Christine Olkives.: do we know how many have been given out?
 - Pastor Jeff: we had all but 10 of 100 copies picked up
 - Jim B. Have you heard anything?
 - No. Silence is helpful to no one
 - June Mattson: Layout and wording was difficult to read
 - Pete D.- question Dave K.: We are planning to have a summary of this at the annual meeting. This is an ongoing process, not a destination.
 - Steve O.: Is there an ongoing process now?
 - Pastor Jeff: What is the healthiest thing to do here as our time is coming to an end? Jim says we have done the work we have done. Jim stated the official work he was charged to do is done.
 - Connie Otto: Question of mentorship

- Pastor Jeff: Yes, there are a few mentors I have ongoing relationships with at this time.
- Jim B: How do the BCWI results reflect the work we are going to do in the future?
 - Dave K.: We will take advantage of the feedback we will be getting.
- Steve O.: when will we start the work on the BCWI survey?
 - Jason B.: We should be getting the results very soon.
- Steve O.: When will council be viewing the results
 - Dave K.: At the November meeting

Governance- approve change to committee list

- Overview given by Dave K.:
 - Dave K.: Last year's council approved a governance path. Jim to give overview. Steve has created a parallel path.
 - Jim B.: you were given a charter that was approved by the council last year to create a committee to update the constitution and change from the current structure to the board of directors.
 - Asked council to approve amendment adding Heather Hosfield as female member TBD as well as leaving blank the spot formally held by Ruby Heiden. Report back to council by next council meeting.
 - Motion approved
 - Motion to require committee to come back to the council with an update by next January.
 - Motion approved
- Possible parallel track for church governance
 - Steve O.: Created document through due diligence based on past work, concerned member feedback, Jim Pence report.
 - Bolded words in document highlight actions required for change
 - Notes attached
 - No action required tonight
 - Dave K.: Thank you for your thoughts.
 - June M: Is this meant to be looked at as a whole or each piece?
 - Jim B.: It is one resolution but the council can deal with it as it wishes (piece by piece).
 - Suzanne: How does this relate to the resolution we are working on?
 - Dave K.: we need to be looking at both paths as parallel.

Annual Meeting: October 25th

Next Council Meeting November 22nd