

Dear Calvary Family,

Spring has sprung, and the annual consumption of Costco-sized bottles of allergy medication has commenced. We could even insert a healthy-sized sneeze here.

We're writing to share an update on the work streams initiated before a new Lead Pastor is hired (more below, but the search will tentatively start in early fall). Perhaps the interim work could be akin to Nehemiah laying a strong foundation in rebuilding the walls in Jerusalem before the city could be reclaimed. We want Calvary to be a beacon with strong walls, pointing people to Jesus for many more years to come.

We're so grateful to have our congregation, elders, and staff working shoulder to shoulder in areas of vision, governance, finance, personnel, and reconciling relationships where wrong has happened. The partnership between staff, elders, and congregational members through a division of labor has allowed us to move many areas forward. We are committed to finishing these things.

Here's a snapshot of what we've worked on and where we're headed:

- Along with this letter, the *Transformational Profile*, authored by the Visioneering Team, articulates Calvary's vision for transformation. Perhaps you've heard, "When Jesus matters most, transformation follows," and this beautifully explains what we mean by *transformation*. Moving forward, the Visioneering Team will expand the descriptions of our ministries in which people can experience such transformation.
- We desire to be a church that embraces humility and addresses our shortcomings. The Reconciliation Team has been meeting with members, elders, and staff, along with those formerly engaged in the church. The purpose is to reconcile relationships for the sake of the gospel. There are many names spread across Calvary's six decades of existence, and we desire to meet with individuals who have experienced true hurt at Calvary.
- The Personnel Team has developed employee job descriptions and formalized an annual employee review process. Work during the next few months will include updating the employee handbook.
- Calvary has regularly contracted to have a financial review prepared annually. This year we would like to add an additional assessment. The elders set this goal last year, and while no improprieties have occurred, the Finance Team would like to present a tested, fully approved assessment to the congregation for the sake of financial integrity to show to potential lead pastor candidates.
- The Governance Team is addressing inconsistencies in the Bylaws and Constitution, targeting a completed proposed governing document by late summer. The proposed updates will cover the corporation, staffing, leadership, security, elder training, and statements on marriage, sexuality, and racial unity. Our Statement of Faith, of course, remains unchanged.

As these tasks are finalized, a congregational meeting will be scheduled to present new Bylaws as early as August. This will allow Calvary to formally begin a pastoral search in September or October. Additionally, we'll review and vote on next year's new elders and the church budget at the regularly scheduled annual business meeting in November.

In all this work, we recognize God is faithful. We look forward to sharing an interim update in May about further progress. We continue to see his blessing!

Pete Arentson and Paul Utnage for the Advisory Team