

# **Luther Place Congregation Council Minutes**

## **December 9, 2017**

**Present:** Alex Adams, Pastor Karen Brau, Patrick Callahan, Christina Davis, Jackson Droney, Ann Hill, Tara Hogan, Candace Lilyquist, Christiana Lundholm, Betsy Moutenay, Einar Olson, Michael Wendt, Alberta Williams, Kate Wulff,

**Apologies:** Chelsey Christensen and Christina Davis

**Meeting began at 6:30 pm**

### **I. Devotions (Alberta Williams)**

### **II. Approval of October Minutes**

Betsy moved to accept the October minutes

2<sup>nd</sup>: Kate

Motion Carried

### **III. Review Council Commitments**

At the 6 month point of our Council year, Council took a moment to review the commitments we made at our June meeting. Candace noted the encouragement to “contribute financially to cover the cost of the meal” at Council meetings and asked what would be the best way to do that. Jackson encouraged giving via text or through regular offering (just mark as “hospitality”).

### **IV. Review and Recap of December 3<sup>rd</sup> Budget Meeting**

Council reviewed the agenda for the meeting and reflected on what went well and did not go well.

- Betsy shared that the Personnel Team had failed to notice the inclusion of retention compensation information in the powerpoint materials, which we should not highlight in the future.
- Betsy also encouraged us to be more conscious, when speaking about Fellowship 1 and several of our other recent modernizations, of not referring to them as “improvements”. People have put a lot of work into these systems in the past, and we need to be careful not to discount their contributions. Jackson added that we need to be aware of the grief and fear that comes with big changes and modernizations. We need to move forward while also respecting the past.
- Alberta shared her own fears about many of the new systems that have started recently.
- Jackson felt it was the best budget process we have had in recent years – noting the thorough package and powerpoint that Finance put together, as well as the group involvement in putting the budget together.
- Kate appreciates that we have found a way to talk about staffing and building costs that does not make anyone feel that costs are their fault.
- Jackson was happy that staff and the teams came to the budget meeting prepared to discuss upcoming costs.
- Betsy thought the Finance Team did a great job of pointing out key points from the budget and package.

### **V. Council and Team Development**

Jackson led Council in a discussion of team development using “Teams That Thrive: Five Disciplines of Collaborative Church Leadership” and “The Five Dysfunctions of a Team”:

- What is going well in your team?
- What is going badly in your team?

Looking to the year ahead, leadership development should be a big emphasis for teams and team leaders.

### **VI. Pastor’s Report**

Report as submitted, with highlights:

- Synod has started asking for details regarding New Connections in our congregation – how are we going to increase engagement in our congregation? What is our number in people? What can we contribute

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financially to the New Connections Initiative? She invites all to start reading and discussing “Lasting Impact: 7 Powerful Conversations That Will Help Your Church Grow”.

- Pastor updated the Council on the re-imagining of the 5 pm service. She has begun assembling a team of people and they will be attending the Racial Equity Training at Luther Place on January 13<sup>th</sup>. As the team listens and discerns, the 5 pm service will remain as it is currently. They hope to bring a plan to Council in May, and will assemble resources in June/July. The 5 pm will not take place while Pastor Karen is on her sabbatical.

**VII. Committee Reports**

1. Finance (Kate and Patrick)

Year to date giving was budgeted at \$425,000 and is \$409,428.29. We need to bring in \$95,000 in offering in December to meet our budget. Pastor Karen sent out an ask for year-end giving.

Kate also highlighted upcoming fundraisers that the youth are planning to raise money for their trip to the ELCA Youth Gathering.

Betsy moved to accept the Finance Report.

Second: Michael

Motion Carried

2. Personnel (Betsy and Jackson)

Report as submitted.

3. Property (Patrick and Alex)

Report as submitted.

4. Membership (Chelsey and Alberta)

Report as submitted.

5. Stewardship (Patrick and Candace)

Report as submitted.

6. Engagement (Faith and Alex)

Report as submitted.

7. Racial Equity (Ann and Tara)

Report as submitted, with one highlight: The Racial Equity Team is hosting a Racial Equity Workshop on January 14<sup>th</sup> from noon-2 pm. Council members are invited and the team would like a representative from each committee/ministry to attend. They ask that not only people attend, but that teams also not plan meetings for that afternoon.

8. Celebration 2017 (Einar)

Report as submitted, with one highlight: Now that the Reformation 500 Team has morphed into the Celebration Team, they need more members. They would like a combination of young members interested in planning and longtime members who can share the history of the congregation.

9. Community Care (Christiana and Christine)

Report as submitted.

Jackson asked that the Community Care Team consider the new possibilities that F1 brings in terms of attendance tracking. Is this an effective way to alert us of members who have fallen away or stopped attending services and meetings? What data would be helpful and how would it be used? Currently, the only way we can tell if somebody has disappeared is through Pastor Karen's records.

**VIII. Closing**

1. Closing Prayer.

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2. Next meeting – Thursday, January 11<sup>th</sup>