



LUTHER PLACE MEMORIAL CHURCH

2017 ANNUAL REPORT



 Hospitality ■ Worship ■ Justice ■ Spiritual Growth ■ Community Care 



Therefore, since we have been justified through faith, we have peace with God through our Lord Jesus Christ, ² through whom we have gained access by faith into this grace in which we now stand. And we boast in the hope of the glory of God. ³ Not only so, but we also glory in our sufferings, because we know that suffering produces perseverance; ⁴ perseverance, character; and character, hope. ⁵ And hope does not put us to shame, because God's love has been poured out into our hearts through the Holy Spirit, who has been given to us.

-Romans 5:1-5



Letter from the President

Dear members of the Luther Place community:

The past year has been bustling with activity in our community, and I'm grateful for everyone's engagement in our congregation's life. In the following pages, you'll find the story of our shared journey. It's a story of deepening spirituality and care for our neighbors. It's a story that respects our past while living into God's call for our future.

Finally, it's a story of broadening lay leadership and engagement. As such, it's written by more than two dozen leaders and reflects the engagement of the entire Luther Place community.

I hope you'll use this report as a way to discern how you can engage and become more involved in our congregation. There are many ways to serve and the opportunities at Luther Place come with varying levels of commitment. If there is anything you see in this report that piques your interest for further involvement, please, let your leaders know!

Later this year we will celebrate the 500th anniversary of the Reformation. This year also represents the culminating year of our five-year vision process. As we continue to work together towards the goals we set in 2012, let's take time to reflect on how far we've come as an ever-reforming church. How might we be called to reform next, to better see and hear God?

Teilhard de Chardin, a Jesuit monk and paleontologist who died in 1955, viewed evolution as a progression towards consciousness. He envisioned that human beings would, of their own will, grow closer together in affection and community, and that this would lead to the next major evolutionary breakthrough. He wrote, "The day will come when, after harnessing space, the winds, the tides, and gravitation, we shall harness for God the energies of love. And on that day, for the second time in the history of the world, we shall have discovered fire."

It may sound far out, but perhaps there is some practical truth behind what de Chardin is saying. Researchers at Yale found that relationships among fellow church-goers were stronger than those among non-church-goers. They called them "super-charged" friendships.

Luther Place offers each of us the venue to form such relationships. So go ahead and linger around after worship. Talk to someone you don't know. Invite someone to brunch. Go out on a limb or two (or 12!). And deepen the bonds you've already forged. The holy fire within each of us yearns to connect with others, in service, in justice, and in love.

Peace,

Jackson Droney



Letter from the Senior Pastor

Signs of Hope

I write this report in the Easter Season, and do so as I gaze at a lovely picture Cheryl K Barnes, made for me entitled: Hope.



When I read Romans 5: 1-5 and look at both the NRSV and the Message translations, I am impressed that *hope can be described as that which keeps us alert for whatever God will do next.*

So here are a few ways that I am seeing hope-filled signs among us:

We are continuing to learn how to love God, self and each other, in the midst of our similarities and differences. In the challenging days in which we live, this may seem a simplistic rendering of our faithfulness. At the same time, we can't practice love without attending to confession, forgiveness, compassion, healing, justice and mercy. We know these things are important to practice today, as individuals and as a community of faith.

We are listening to God at work in each other's lives, and in the life of the congregation. I see you all taking time for 1-1 conversations, learning the ways that God has gifted and is stretching us for life together in this congregation. As new people arrive, we are offered opportunities to again root ourselves in the history of this congregation as a place of reconciliation in response to the divisions laid bare by the Civil War.



We are engaging longtime and new leaders, and are investing in team ministry across the congregation. Leaders and Staff are generating work by the process of collaboration and teamwork. We are considering the concept of alignment and discerning where our values, narrative and behaviors are in and out of sync.

We are mindful of those liminal spaces where we meet God. Through times of contemplative prayer and silence, we are equipping each other to listen to ourselves and to God. In a time of such noise (especially in DC), we are learning in the silence and stillness.

We are celebrating being Lutheran at 500 years! There is such wonder to the gifts of grace, mercy and justice made real in the Lutheran faith. And we are cognizant of many of the struggles Lutheranism carries with itself, even into today. So, we recommit ourselves to be always re-forming....

Signs of hope can be seen best with eyes of faith. May you read the following reports and recognize multiple ways God is showing up. And may you be encouraged in your faith journey to trust and remain alert to what God is doing among us now and next.

In hope,

Pastor Karen Brau





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STAFF HIGHLIGHTS

We are blessed at Luther Place to have a staff committed to vibrant Spirit-led activity in our congregation and wider community. They have been instrumental in deepening lay involvement and building strong relationships in our community over the past year.

The staff is committed to a workplan that emphasizes worship and music, children and families (including ArtSmart Summer Camp), the Steinbruck Center, and various small group ministries. Further, over the past year the staff has sought to ensure that the congregation's values, narratives, and behaviors remain in alignment.

If our congregation values growth, what does that mean for the story we tell about ourselves? What implications does it have on our individual and collective behaviors? Additionally, what does it mean for lay leadership, involvement, and organizational systems and processes? These are questions the staff has engaged over the past year with lay leaders across several areas of ministry.

Lastly, the staff has been working in partnership with members across the congregation to realize the vision goals we set for 2017. The following pages highlight their teamwork and leadership in these major ministry areas and initiatives.

Church Staff

Full Time

Rev. Karen Brau, Senior Pastor
Kristen Kane, Director of Operations
Israel Avila, Sexton
Sarah Johnson, Experiential Learning
Coordinator
Aria Christensen, Communications Associate
(LVC)

Three-Quarter Time

Jeremy Grenhart, Creative Music Minister
Roni Ramires, Custodial Assistant

Half Time

Krista Sickert-Bush, Director of Family Ministries
Bianca Vazquez, Steinbruck Center Director

Part Time

Anjelica Lopez, Sunday Sexton
Barbara Parker, Nursery Coordinator
Nancy White, Office Volunteer

Interns

Rachel Straehle
Jocelyn Converse
Bailey Kendall
Cesar Hernandez
Greg Jenn
Gabriela Malespin
Makayla Depoy
Haely Moe
Jack Hill





Music Ministry Report

Jeremy Grenhart

First Year of our 10:30 Service

2016-2017 was the first full year of our new 10:30 service. Our musical leaders, The Community Choir, is now a diverse group of musical disciples who engage in song from various styles and traditions. We engage not only in song, but also in prayer during every rehearsal, centering ourselves to be able to openly and effectively lead worship. We engage the children and youth of the community by offering music before Sunday school, making music accessible in worship, and singing during summer camp.

First Year of our 5:00 Service

Our 5:00 service celebrated its one year anniversary earlier this year. The leadership of the service has evolved into a collaboration between Luther Place and members of Howard's elite singing ensemble, "Afro Blue". This endeavor is an example of how creativity can be a powerful cultural ambassador. Listening to feedback has also brought the addition of confession and communion to this service, making it both a creative and liturgical space.

Additional Services

Evening services throughout the seasons of Advent and Lent provided a mid-week touch point for those who wanted to gather around a meal, song, scripture, and meditation. Luther Place responded to events in the city, such as the women's march in January, by opening our doors to offer hospitality in various ways. We also explored the powerful connection between music and teaching during WIN events, like the Howard Thurman lesson, or our time at New York Avenue Presbyterian Church.

Ambassadors of Praise

The A.O.P. remain a staple of the music ministry. We met faithfully every Wednesday, and have moved our time together from N-Street to Luther Place. We create space for: hearing about each other's week, scripture, of course music, and prayer. Singing at various city-wide gatherings, "The Ambassadors" continue to be an important witness of Luther Place's work in the community.

Expanding our influence in the broader church

The work we do at Luther Place reaches beyond the boundaries of our walls. Our way of being together attracted an invitation to lead worship at *the* Lutheran service at the Washington National Cathedral. Further, the collaboration between LP and "Afro Blue" is being highlighted at both the DC Metro, and DEMD 2017 Synod Assemblies. Forging new relationships, and allowing those relationships to innovate, while we honor our ancestors and tradition might be a glimpse of the expansive nature of the Kingdom of God.



Youth and Family Ministry Report
Krista Sickert-Bush

It's been another amazing year of God's ministry at Luther Place! I am continually grateful for all the disciples who give of their time, talents, and treasures.

Sunday School

Thanks must first be given to our Sunday school teachers who mentor, nurture and plant seeds of faith with our children every week. I'm grateful to our 2-4-year-old teachers: Catherine Kimball-Eayrs, Olga Price, Dan Manchester and Mary Dallao; our 5-7-year-old teachers: Betsy Mountenay, Sara Stuart and Elizabeth Wirick; our 8-11-year-old teachers: Melissa Lord, Lolly Stuart and Kate Wulff; Confirmation co-teacher Justin Holmes; opening music leaders: Christine Ravold and Jeremy Grenhart. Gratitude must also be given to Ms. Barbara Parker who keeps the nursery stocked with love and snacks for all our new babies and little ones. Special thanks for Betsy who also wrote and directed our annual Advent play, "The Brightest Star!" We continue to engage nearly 30 kids on any given Sunday in addition to our 7 Confirmands.

StLuthRef Youth Group

Our theme this year was focused on the image of an anchor and the scripture of Hebrews 6:19, "This hope we have as an anchor of the soul, a hope both sure and steadfast..." We gathered nearly 30 7th – 12th graders each month with our ministry partners from St. Paul's, Reformation, First Trinity and Augustana. Some of our highlights included our fall retreat at Mar-Lu-Ridge, our annual lock-in, and the addition of once-a-month high school only brunches. I am grateful to Justin Holmes who continues to be such a light with our Luther Place and StLuthRef youth, as well as Anne Corti from Reformation, and Vicar Chris Schaefer and Lisa Wackler from St. Paul's.

36ers

Our 3rd – 6th grade youth group gathered for a special Valentine's Day lunch, a fun bowling event, and just over a month ago we attended our first DC Metro Synod event. We combined it with a pre-event where we gathered with the 3rd – 6th graders from Reformation. We had a great time and are now in discussion to combine our ministry groups for next year.

Pray & Play Young Family

Brought together by coffee and children age five and under, this group continues to emerge as our fastest growing ministry. With 17 families in this age group, I am thankful for leaders Kristin Murray, Bekka Meyer and Kirk Sander, who organize monthly gatherings during the fourth Sundays of the month.

Friends and Family

This ministry group continues to reach out to our families with older children as well as welcome those with younger children. We have quarterly events from our Fall Farm Day to



3 Kings Day to a Parent's Night Out. The highlight of our year continues to be our annual spring retreat at Mar-Lu-Ridge. We were 25 people strong this year and enjoyed a weekend together focused on the gift of simplicity.

ArtSmart Summer Camp

Camp in 2016 was full of excitement and transition within our staff. We added a (last minute) middle school program in response to community parents. We had a wonderful summer, and the campers enjoyed a theme centered around community. They engaged a variety of artistic disciplines from building the Logan Circle community out of recycled materials, to drawing with water color, tempera, sculpting with molding clay, and more. Weekly field trips and community walks allowed them to venture into DC in exciting ways. An amazing team of folks served in the hot July days including many guest speakers and helpers from Luther Place. Our staff included awesome folks: Kristen Kane, Bianca Vasquez, Ella Cleveland, Olga Salazar, Vanessa Garcia, Ronald Granados, Jose Granados, Cynethia and Rasheeda Williams, Amanda Lindamood, Heidi Haas and co-directors Curley Newgent and Nikko Custodio.



Steinbruck Center Report
Bianca Vazquez and Sarah Johnson

The Steinbruck Center at Luther Place is a ministry that facilitates justice opportunities through relationship building, experiential learning, education, and service. The Center was founded in 2001 as a way to share testimonies about N Street Village and to serve seminary students who were seeking urban ministry practicum experiences. It has grown and evolved into a service learning hostel program that provides comprehensive and transformative short-term immersion trips for students and groups from around the country.

We have begun to emphasize new themes with our visiting groups, focusing on experiencing what it is when a congregation builds community and attempts to do justice in a specific place. With that focus, we hope groups can build skills and work on translating their experience at Luther Place to their home communities. We provide accompanying workshops with focus on specific frameworks and skills, such as racial equity, community organizing, and charity v. justice.

We stress that our programs and ministries always come out of relationship and the stated desires/needs of our community and that teams of people work together to deal with issues most important to them. To highlight this, we let groups interact with Art Smart Summer Camp, the Community Craft Collective, the language exchange, and our immigrant defense work.

By the Numbers

As predicted in last year's report, 2016 proved to be the biggest year in the Steinbruck Center's 15-year history. In 2015, the Steinbruck Center hosted 32 groups, 30 in the hostel and two for outside programming. In 2016 those numbers rose to 60 groups, 55 in the hostel and five participating in outside programming. Similarly, revenue increased significantly, with a nearly \$40,000 difference between the two years. In 2016 the income prediction of \$85,000 (as documented in the annual budget proposal) was surpassed, as the program income for FY 2016 totaled \$109,483.

Staff + Steering Committee

The Steinbruck Center staffing transitioned in 2015, which meant the 2016-2017 year was the first full year with this new structure. Bianca Vazquez, who celebrated 5 years at Luther Place this past summer, serves part-time as Steinbruck Center Director. Sarah Johnson, who started in September of 2015, continues in her full-time role as Experiential Learning Coordinator. This partnership, often aided by interns, has facilitated the measurable growth the Steinbruck Center has experienced this year.

In the current structure, Bianca's focus as Director is on developing pathways for members of the Luther Place community to engage in Steinbruck Center programming. Over the past year this has included creating and facilitating the Language Exchange and Immigrant Defense ministries. Sarah's focus as Experiential Learning Coordinator is on creating and



facilitating programming for visiting groups and managing hostel reservations, in addition to occasional congregational responsibilities. One exciting new shift in the coming year will be the support and brainpower of Kristen Kane in her new role at Luther Place, which includes an emphasis on ministry growth and staff coaching.

Both staff will also be supported by the Steinbruck Center Steering Committee. In the 2016-2017 year the committee met quarterly and participated in the guidance of general operations, strategic planning, and the celebration of 15 years of the Steinbruck Center. The coming year will see a shift to smaller groups within the committee which will be focused on various aspects of operations and growth. This will include recruitment of new committee members and more frequent meetings with staff.

Hostel Focus

As the Steinbruck Center continues to grow, it is continuing to use past metrics, including: number of groups that have stayed in the hostel, number of groups participating in outside programming, number of hostel/programming inquiries, and revenue. In addition to tracking the numbers of groups and annual revenue, staff members also tally the number of groups that attend worship at Luther Place during their stay, a number which also hit its highest point to date in the 2016-2017 year. The Steinbruck Center's plan to increase these numbers steadily includes the following steps, with a renewed emphasis on outreach:

1. Continue to utilize interns for group accompaniment and general operations, while also involving them in outreach to groups for Steinbruck Center programming and Community Craft Collective sales.
2. Increase outreach in an effort to offer elements of programming and develop lasting partnerships with local schools, businesses, and organizations.
3. Seek additional opportunities to attend conferences and gatherings, where networking with potential service learning groups is possible.
4. Broaden outreach to regional programs for leadership trainings in addition to usual hostel accommodations and programming.

Congregational Focus

The Steinbruck Center is continues to develop its focus on providing new and current members of the Luther Place community with regular opportunities for service, action, and engagement. The current offerings of this ministry include:

1. Monthly Dinner at LPNS. On the first Thursday of each month, community members have the opportunity to join staff in preparing dinner for the residents of the Luther Place Night Shelter.



2. Service Opportunities. The Steinbruck Center staff will be available to facilitate a tailored service opportunity for all Luther Place small groups and affinity groups.
3. Quarterly Walking Tour. These tours will focus on allowing Luther Place members to explore the question, "Who is our neighbor?" We will discuss assets in our community, community-owned housing co-ops, and the complexities of being church in a gentrifying neighborhood.
4. Biannual Open Houses. The Steinbruck Center will also provide twice annual open houses, which will highlight Steinbruck Center programs, including the hostel, Language Exchange, and the Community Craft Collective.
5. Washington Interfaith Network. Across the city, our primary form of engagement is with the Washington Interfaith Network. Currently, WIN is focusing on the campaign to close DC General Shelter and end homelessness across the city, developing affordable housing, and strengthening relationships east of the river to discover new opportunities to act together.

Immigrant Defense Strategy

In March of this year, President Donald Trump rolled out a series of executive orders, suspending travel and immigration from six majority Muslim countries and halting the Syrian refugee program. Another executive order expanded the group of undocumented immigrants who were priorities for deportation. There has been a 40% increase in the number of arrests over the same period of 2016.

In light of the recent executive orders affecting immigrants, Luther Place has responded by participating in a multi-prong immigrant defense strategy. We began by doing listening sessions in the neighborhood, primarily with residents of Norwood Co-op and parents of students from Thompson Elementary School, and working with our local organizing networks. The following strategy is what has emerged:

Pro-bono legal services – We are working with a group of pro-bono lawyers from Hostetter Strent in Bethesda, MD to offer free legal clinics to assist families with custodial and financial power of attorney forms, in case of a parental detainment or deportation. We are also aiding families in filling out passport applications for US citizen youth.

Education – We have offered a number of workshops and trainings, including Immigration 101, know your rights trainings, overviews of the presidential executive orders, and bystander trainings.

Washington Interfaith Network – The Washington Interfaith Network is engaging a season of listening sessions. Luther Place leaders have participated in a number of house meetings across Ward 2, listening for the needs of our immigrant neighbors.



The Mayor of Washington, DC has declared DC a sanctuary city, and we are still researching what actions the mayor's office might take to more fully protect immigrants and their personal information at agencies across the city – from the MVA to DCPS.

Sanctuary DMV – Sanctuary DMV is a group across DC, Maryland, and Virginia that is supported by PICO National Network. Sanctuary DMV is organizing more acutely around deportation defense. We have trained a team of rapid responders and will be offering another training in the fall. We are also offering support to individuals as they are reporting to the ICE check in appointments. On April 4th, a Luther Place delegation went to Baltimore to stand vigil outside ICE offices in Baltimore as Veronica Castro – a mom of four, who is married to a US citizen and disabled army veteran – went to her check in.

Luther Place has a long history of providing sanctuary and aid to immigrants, and we will continue to live out our commitment to justice and loving our neighbor in these times.



Operations Update

Kristen Kane

Over the past year, we have gotten very clear on the importance of operations and administration for the alignment of our physical space and our mission in the world. We are grateful for the growth and stabilization this past year within the office. We have all new desktop computers, which were donated to us generously by ITonDemand and wireless internet throughout the building.

Throughout the past year we have been working on branding within all of our communications. A new Luther Place website is scheduled to be launched late summer 2017 in connection with Fellowship One, a new member and donor database that will allow tracking of giving, attendance, participation, and interest, and will allow for streamlined communication. In the fall, we hope to transition all of our volunteer communication to Fellowship One as well; they are in the process of releasing this capacity.

We also created a filing system for paper files and have worked on overall documentation of administrative processes. We are very grateful for the two years of service that Aria Christenson provided as a Lutheran Volunteer Corp member. She has been integral in the branding and communication upgrades. We will not have a Lutheran Volunteer Corp member as the Communications Coordinator in the coming year. Instead, we will be looking to streamline that role with volunteers and new staff skills.

I will remain on staff part-time assisting with the transition of staffing and working on making new connections with the community funded by the DC Metro Synod. Finally, we are excited to welcome Deborah Shepard as the new Director of Operations as she brings in 25 plus years of experience in administration and operations and has a sense of calling to this work.



COUNCIL REPORTS

For the first time in many years, all fifteen seats of the Church Council were filled at the start of the council year beginning last June.

This provided the opportunity for the Council to play a larger role in congregation by dividing tasks more effectively so as not to overburden the same individuals with too much work. Instead, the Council was able to take a more even approach to its work by forming several teams and dividing work accordingly. This further allowed the Council to engage more members of the congregation in the work of these teams.

At the first council meeting of the term, the Executive Committee proposed a list of teams to be led by pairs of council members. Some of these teams are committees designated in the bylaws of the congregation while others were new. Over the summer months teams were formed, their purposes clarified, and their goals for the year were established.

While the teams focused on their work, the Council at-large considered the FY18 budget, the proposed reorganization of the parish hall building, and progress towards the 2017 vision goals. Additionally, the council periodically dedicated time to have cross-team discussions on areas where multiple teams needed to partner to best realize their goals.

In the following pages each team lays out its purpose, goals, and progress toward meeting those goals.

2016-2017 Church Council

Members serving terms expiring in . . .

2017	2018	2019
Jackson Droney*	Alex Adams*	Tara Hogan
Emily Hestness*	Chelsey Christensen	Ann Hill*
Paul Ramshaw	Faith Korbelt	Christina Davis
Christine Frye	Alberta Williams	Patrick Callahan*
Candace Lilyquist	Kate Wulff*	Betsey Mountenay

*These members of Council also serve as trustees.

2016-2017 Executive Committee

President	Jackson Droney
Vice President	Chelsey Chistensen
Secretary	Faith Korbelt
Treasurer	Kate Wulff





Finance Committee Report

Purpose Statement:

The purpose of the Finance Committee is to develop the annual operating budget, communicate the financial status of the congregation, seek out grant opportunities, and advise Council on financial decisions.

Team Members

Kate Wulff, Chair (Treasurer); Patrick M. Callahan, Co-Chair; Julie Hamre, Comptroller; Abbey Mebratu; Andrew McIlroy; and Elliot Young.

Goals

The goals of the Finance Committee are to provide timely, accurate information on the congregation's financial position, prepare a budget, assist in preparing grants and help great sustainable funding.

Actions

The Finance Committee has reported monthly on the state of the congregation's finances. Finance Committee members assisted in successfully apply for the University Club Grant for ArtSmart Camp. We also coordinated the budget process.

Next Steps

- Work with the Stewardship Committee and the Property to improve the congregation's financial sustainability.
- Work to establish a procedure for determining Mission of the Month/Moment process.
- Manage 2018 budget process.

Update on Current Finances – May 2017

Luther Place's finances are currently strong. We did pass a deficit budget and will run another deficit, but we are doing well. Congregational giving is currently at \$177,410.21 which is ahead of the \$157,000.00, we had budgeted year to date. That figure does include at least one large pledge paid up front at the beginning of the year. However, at the same time, in April, Congregational giving was about \$3,000 more than we predicted for the month.

Expenses are running ahead of what we predicted year to date, but that appears to be primarily due to the timing of several large expenses such as repairs to 1325 Vermont Avenue.

As of the end of April, we had a net income of \$14,779.61 compared to a budget year to date net deficit of \$19,515.08.



Property Committee Report

Purpose Statement

The committee is responsible for our physical plant, for planning and overseeing the necessary maintenance and repairs for the church building, the parish hall, and 1325 Vermont Avenue. The committee balances the need for specific projects with the available budget.

Team Members

Tim Reed, Chair; Israel Avila, Sexton; Andrew McIlroy, Dick Rortvedt; Jeff Serfass; and council members Paul Ramshaw and Alex Adams.

Goals

Creating and updating a facilities condition assessment,¹ proposing for council's approval an annual schedule of major maintenance projects, and overseeing the implementation of those projects and the church's monthly maintenance budget.

Actions

In 2016, the air-handling units on the roof were replaced, the audio system in the sanctuary was upgraded (mainly by Jeremy Grenhart), the windows in the fourth floor of the parish hall were resealed, and the flashing on the flat roof was repaired.

In 2017, the ceiling in the apartment on the third floor of the parish building was repaired, the apartment was repainted, the external handrails were repainted, and the chapel floor was refinished. We are in the process of having new carpeting installed in the sanctuary and the nursery, and we now have, thanks to significant assistance from Patrick Callahan, ordered signs with a great design for the northwest corner of the parish hall. The major projects coming up soon are putting a new roof on the parish hall and repairing and replacing tiles on the church roof.

Next Steps

Major projects still scheduled for 2017 include replacing the generator on the roof, the air handlers in the basement, some of the HVAC piping, the built-up roof on the flat roofs, and the hot-and-cold-water pump; adding a three-way valve to the boilers; and repairing the masonry on the parish hall's north and west facades. We are also considering the installation of two wheelchair platforms in the sanctuary.

In addition to balancing urgency and budget, we need to factor in BV17's ongoing planning process.

¹ A facilities condition assessment lists all the physical parts of the buildings and the systems necessary for using the buildings (HVAC, plumbing, electrical, etc.).



Personnel Committee Report

Purpose

To maintain relations between the congregation and staff, oversee the compensation structure of the staff, develop personnel policies and job descriptions, provide oversight for interview and selection processes, conduct performance evaluations, and resolve conflicts.

Team Members

Gretchen DeSilva, Chair; Charles Stepanek; Betsy Mountenay, council member; and Jackson Droney *ex officio*.

*Note: the bylaws limit the Personnel Committee to three members appointed by Council who each serve three year terms, staggered so one term ends each July. At least one member must be from the Council and at least one member must not be on the Council. The Council President serves on all committees and teams **ex officio**.*

Goals

Our goals for the past year have included reducing personnel spending without negatively hurting overall staff performance; providing effective processes for evaluation of staff performance and resolution of staff concerns and conflicts; ensuring Luther Place is taking affirmative steps to reduce the risk of abuse of children; and collaborating with staff to ensure a smooth and effective transition during staff changes.

Actions

1. Met with a different staff person for the first hour of each monthly meeting to check in on progress toward vision goals, collaboratively address staff concerns, and identify areas for development.
2. Submitted recommendations to the Finance Committee and Church Council regarding the 2017 personnel budget
3. Worked with Kristen Kane to design her new part-time position at Luther Place.
4. Organized a Search Committee to hire a new Director of Operations and began work on an effective onboarding process.
5. Restructured staff responsibilities to redistribute Communications Associate's responsibilities.
6. Developed and oversaw a more streamlined Performance Management System that includes an evaluation component and collaborative goal-setting process.
7. Finalized the background check portion of our employee policy, researched and selected an administrator for the process and provided training on system to staff and lay leaders.

Next Steps

We will continue to work with staff throughout the year to meet the goals identified through the Performance Management System. We will also be focusing our efforts on ensuring an effective onboarding process for the new Director of Operations and planning a retreat that enhances the collaboration and openness of the staff as a team.



Membership Team Report

Purpose

The purpose of the Membership Team is to facilitate the current processes for new member invitation and welcome, synergize with other teams to evaluate and improve those processes, and discern a strategy for meeting Luther Place's Vision goals for growing membership.

Team Members

Chelsey Christensen, council lead; Alberta Williams, council lead; Becky Ballard, Patrick Callahan, Candace Lilyquist, Kate Muetting, and Kristin Murray.

Goals

- *Evaluate*
 - Evaluate Current Membership Processes
 - Offer Suggestions/Changes to Processes
 - Formalize and Facilitate Processes
- *Synergize*
 - Avoid Duplicity (20's & 30's, 5pm, etc...)
 - Engage New Members (Nominations, Stewardship, etc...)
- *Strategize*
 - Research
 - Welcome
 - Outreach

Actions

In 2016-17, the Membership Team effectively evaluated the membership process and formalized/facilitated a new lay-led membership process. The Membership Team works closely with the Stewardship and Engagement Teams to ensure full participation of new members while establishing and maintaining meaningful relationships between new and existing members.

Next Steps

The Membership Team looks forward to evaluating and continuing to improve the membership process. The Membership Team also hopes to expand welcome and outreach efforts within the congregation and community.



Stewardship Team Report

Purpose

The purpose of the Stewardship Team is to facilitate the current processes for financial and non-financial giving, evaluate and improve those processes, and discern a strategy for connecting new and longtime members to share their time, talent, and treasure at Luther Place.

Team Members

Patrick Callahan (Co-Chair), Candace Lillyquist (Co-Chair), Alexander Adams, Christina Davis, Wendy Mayer (remote counsel), Kathryn Perry, Thomas Randall, and Kate Wulff.

Goals

In 2016, the team met monthly discuss feedback from individual listening sessions conducted with congregation members and staff over a 3-month period. The feedback yielded a key set of common denominators:

- Focus on short- and long-term sustainability;
- Improve transparency and enhance communications; and,
- Further connect/engage the community within and outside the Sanctuary walls.

After a period of discernment that included research and conversations with members, staff, and communities at large, the committee identified several key goals: 1) launch a year-round Stewardship education program, 2) replacing aging church management systems (CMS), 3) develop a website integrated with the new CMS, 4) create a Welcome Video to highlight Luther Place online and in social media, 5) develop a mechanism for sharing thanks and appreciation with those that provide time, talent and treasure, 6) utilize door hangers to help spread the word in the Logan Circle community about key church services, and 7) partner with other committees and ministries to leverage the synergies across the teams.

Actions and Next Steps

The committee has been working with staff and congregation members to define year-round education and engagement opportunities that would connect the stewardship message with key audiences such as the Children, Youth & Family ministry, and the 20s/30s Young Adults. In addition, visual messaging continues to be employed throughout the Sanctuary. Stewardship messages are included in periodic sermons, the bulletins, eNews, and the soon-to-be launched new Luther Place website. Launched #IamLutherPlace campaign and will continue to promote through 2017. Thank You Power Hours were launched to call individuals or send thank you cards to acknowledge the commitment each has made to Luther Place, and fostering a welcoming and engaging congregation. A year-long Member Visit program launched in May 2017. A traditional Stewardship Financial Pledge Campaign will launch in September 2017 and conclude at the end of October 2017. A formal Year-End Giving Campaign will launch in November 2017, and conclude on December 31, 2017.

Stewardship is more than money, it is faithfulness to God, about love, about gratitude, participating in God's work, and stewarding Christ's invitation to worship and service.



Engagement Team Report

Purpose

The purpose of the Engagement Team, which assumes the function of the nominations committee as prescribed in the bylaws, is to make nominations for the election of council members at the annual congregational meeting, to make recommendations to Council for all Council-appointed leadership positions, to help connect church members with volunteer and participation opportunities, and to help maintain a current roster of lay leaders on all congregational committees and teams.

Team Members

Faith Korbel, council co-lead; Alex Adams, council co-lead; Rebekka Meyer; Ann Hill, council member; and Krista Martin

Note: The bylaws require that the nominations committee consists of at least two members of the Council and two members of the congregation not part of the Council.

Goals

- 1) Goal: Complete a master LP Opportunities List
- 2) Goal: Develop an organized and consistent system for sharing opportunities that are available/needed at LP.
- 3) Goal: Have a shared process in place for helping both current members and new members find and use their gifts at LP
- 4) Goal: A slate of 2017-2018 Council Members for approval at the May Council Meeting.

Actions

Traditionally, the Nominations Team came together every April to put together a slate of Council Members to present to the congregation at the June Annual Meeting. The team considered the introduction of the Congregational Covenant in February 2016, which states:

Church + 1 (Treasure) + 1 (Time and Talent) = YOU

Through conversation and reflection, we believe that there is a need at Luther Place for a team who can help members focus specifically on their time and talent. We want Luther Place to be a place where people can grow in their talents and passions, while also serving the Luther Place community. It's easy to find people to fill positions, but we want to find the right people to fill positions that challenge and interest them. While our team struggled a bit this year with direction, we have recently picked up steam and are moving forward with our initial goals: The LP Opportunities List is almost done and is already being provided to new members. We hope to have it available to everyone on the website. The slate of 2017-2018 Council Members is filled and ready for congregational approval.

Next Steps

Watch for information about the various teams, serving opportunities, and small group options highlighted in the weekly e-blast and on the back wall. Our plan is to spend some time getting to know you better. Don't be surprised if you are asked to grab coffee or spend some time after a service discussing your talents and interests.



Racial Equity Team Report

Purpose

The purpose of the Racial Equity Team is to review past efforts at Luther Place regarding racial equity and reconciliation, propose a plan to meet the 2015 Metro DC Synod Assembly's call for congregation engagement on racial equity, and begin that process.

Team Members

Ann Hill and Tara Hogan (co-leaders); Susan Boyle; Travon and Olga Price; Jay Forth; Candace Lilyquist; Patrick Callahan. All team members took turns serving as note-taker and offering devotions/prayers for each meeting.

Goals

Our team's goals were to:

- understand the history/work that has already happened at Luther Place through conversations with members and staff at Luther Place;
- engage in trusting and open conversations about racial equity; and
- draft recommendations for council consideration

Actions

The team met regularly and shared our experiences and knowledge about the congregation's history of racial justice and racial equity work. We met with Bianca Vasquez, who offered helpful advice, observations, and resources, based on her expertise.

Over the course of several months, we prayerfully considered and brainstormed where we thought work was most needed in the congregation.

In January, we presented a draft document to the council that offered recommendations in the following categories: Leadership, Transparency, Relationships with Other Congregations and Institutions, Telling the Story, Education, and Invitation to Conversation. Our recommendations included institutional goals (such as intentional leadership development and transparency in congregational decision-making), "inward" facing goals (such as small group and educational opportunities) and "outward" facing goals (such as developing relationships with other diverse churches and institutions). Council directed the team to outline strategies and priorities for the coming year, based on our recommendations.

Next steps

The team will finalize this year's work by identifying priorities for the coming year, and possibly revising our purpose statement to accurately reflect the next phase in our work. We will offer thanks to, and bless, team members who wish to finish their service and we will recruit members for the next year's iteration of the team, so that we are ready to begin our work in the fall.



Reformation 2017 Team Report

Purpose

The purpose of the Reformation 2017 Team is to propose and organize ways to mark the 500th anniversary of the Reformation at Luther Place and in collaboration with ministry partners (other churches, the synod, etc.).

Team Members

Christina Davis (co-chair), Christine Frye (co-chair), Stephanie Hoeflich (past co-chair), Patrick Callahan, Lisa Dewey, Sheena Foster, Einer Olsen, and Michael Sonnenberg.

Goals

The Reformation 2017 team set out to find various ways to commemorate the 500th anniversary of the Reformation throughout 2017. The committee wished to focus on fostering education and open discussion on the full history of the Lutheran church and Martin Luther. The committee also wanted to honor the focus of Luther Place and the current ELCA by incorporating the question of “What Does It Mean to Be A Reformer in 2017” into its programs.

Actions

To achieve its goals the committee developed a full calendar of potential events for the year. The committee collaborated with the Stewardship Committee on the #IAmLutherPlace project and helped brainstorm the various formats the project could take. To kick off the celebration of Lent the committee was able to borrow a life-sized version of the Playmobil Martin Luther figurine for two weeks in March. The statue stood at the altar and was available for pre- and post-service photo opportunities. During Lent the committee led the 9:15 Adult Formation classes. Four of the committee members (Christina, Christine, Sheena, and Michael) worked with Pastor Karen to develop the theme of the class: an exploration of the history of the Reformation and how it ties into the social justice issues in the world today. Each committee member was responsible for developing the lesson and materials for one class and the course kicked off with a Luther 101 lesson in which the class built a timeline of Luther’s life and other key events going on the world during that time.

Next Steps

Throughout the rest of 2017 the committee will continue to find a variety of ways to commemorate the anniversary. Plans include blogs posts based on the Adult Formation classes taught, a project involving the statue of Martin Luther in the front of the church, signs in the back of the church that focus on the timeline, collaboration with other local churches on Reformation celebrations, a hymn sing, and a special anniversary Reformation Sunday service.



Liturgical Arts Team Report

Purpose

The purpose of the Liturgical Arts team is to develop ways to engage the congregation through various visual art forms, in worship and non-worship spaces, inside and outside the building.

Team Members

Emily Hestness (team leader), Pastor Karen Brau (team co-leader and congregational engagement), Kristen Kane (project support), Ed Miller (Sacred Commons liaison), Sarah Johnson (Craft Collective liaison), Israel Avila (project installation), Roni Lopes (project installation)

Goals

In 2016-2017, the Liturgical Arts team sought to: 1) Design and engage the congregation in creating a new large-scale art installation to be displayed during a season of the liturgical year; 2) Oversee the maintenance and reinstallation of existing artwork as needed throughout the liturgical year; 3) Generate new ideas for integrating art into Luther Place's indoor and outdoor spaces

Actions:

In 2016-2017, the Liturgical Arts Team pursued its goals by creating immediate opportunities for incorporating visual arts into congregational life and liturgy, and by envisioning future directions for this work. Toward the goal of engaging the congregation in the creation of art, the Liturgical Arts Team envisioned and led the development of a Night Sky art installation in the sanctuary, created and installed throughout Advent and remaining on display during Epiphany. This project provided inspiration for Luther Place's 2016 Advent theme: "Rend the Heavens!". The installation included more than 70 large origami stars, all created by members of the Luther Place community. Each week of Advent, the Liturgical Arts Team added a new grouping of stars, culminating in a full Night Sky in the sanctuary by Christmas Eve.





The Community Craft Collective participated in an initial training workshop with the Liturgical Arts Team, and took leadership in teaching origami star-making to other members of the Luther Place community during the November Advent Retreat. The project was well received by the Luther Place community and provided an example of a simple, impactful art installation that could be repeated in future years.

In addition to creating new artwork, the Liturgical Arts Team oversaw the reinstallation of existing congregation-created artwork. This included the display of the “God’s Doors Are Open to All” rainbow doors (created in 2012) during Pride Month, and the indoor/outdoor “Emergence” butterfly installation (created in 2015) at Easter. Finally, the Liturgical Arts Team participated in conversations with the Sacred Commons planning team, considering possibilities for the inclusion of visual arts into the outdoor landscape design.

Next steps

The Liturgical Arts Team will continue to envision ways to use art for community building at Luther Place. This will include additional congregation-wide opportunities to create art together, and further discernment about the ways art may be incorporated into the 14th Street outdoor space.



SPECIAL REPORTS

Building Vision 2017

Purpose

In late 2014, Council approved a resolution to constitute an *ad hoc* team to help develop medium and long-term priorities and plans for future building renovations to help the church achieve its vision and mission while remaining sustainable in the long run.

Team Members

Building Vision 2017 (BV-17) Team members initially included Tove Anderson, Pastor Karen Brau, Brian Cooper, Andrew McIlroy, John Means, Heraldo Osorto, Dick Rortvedt (chair), and Bianca Vasquez. Subsequently Heraldo and Tove moved away and Bianca assumed broader duties with the ELCA and left the team.

Actions

Throughout 2015, the BV-17 Team conducted an extensive series of listening sessions with staff, council, committees, small groups, affiliated ministries and tenants. Two open sessions during the adult spiritual formation hour were also conducted.

In 2016, we entered a new phase in renovation planning by working with Inscape Publico, an architectural firm, which is providing services on a significantly-reduced cost basis. The architects helped us envision renovation opportunities through a process that included Congregation participation.

Events included:

- On June 26, a town meeting introduced the BV-17 process in greater depth.
- In August, the Congregation Council approved a contract with Inscape Publico to complete the next phase called Schematic Design.
- On August 27, the architects facilitated a prioritization and programming workshop with about 20 Congregational stakeholders.
- On October 1, a second workshop, involving many of the same 20 stakeholders, did more specific space planning.
- In December, discussions began among senior leaders of N Street Village and Luther Place regarding the future of the fourth-floor Night Shelter.

Next Steps

In 2017, the architects are working with the BV-17 Team and staff to develop an expanded, more comprehensive concept and schematic design involving all four floors of the Parish Building, including moving the Steinbruck Center to the fourth floor and designing spaces that can be rented and dedicated to revenue-generating purposes. The BV-17 Team and staff are meeting in early June to reach consensus on how to analyze and quantify various program and design alternatives, prior to instructing the architects to complete the schematic design drawings. These completed drawings and initial cost estimates will then be shared with Council and the Congregation before deciding how to proceed.



Audit Committee

Purpose

A congregation audit is an independent evaluation of the financial reports, records and the internal controls of the congregation for the purpose of reasonably verifying the reliability of financial reporting, whether assets are being safeguarded, and whether the congregation is complying with the law and with the congregation's constitution, policies, and procedures

Team Members

Charles Stepanek (Chair), Melissa Lord, and Peggy Rainwater.

Note: the bylaws limit the Audit Committee to three members appointed by Council who each serve three year terms, staggered so one term ends each July. Members of this committee cannot simultaneously serve on Council or the Finance Committee.

Goals

This year's audit team sought to build institutional knowledge of how Luther Place conducts and records its financial operations and to verify its processes by sampling documents surrounding a single month, November 2015. Although our review was not a comprehensive review of the sampled month, we believe by conducting this audit we've gained a greater understanding of the processes that Luther Place uses in financial reporting, recording, and internal controls, and that this improved understanding will make future audits easier. It has been several years since the last audit, and the committee and Council are committed to ensuring this becomes a more regular practice as recommended by the Evangelical Lutheran Church in America.

Actions

The audit team received all requested procedural documents from the Director of Operations, Kristen Kane, and was provided in-person access to all requested financial documents pertaining to revenue and disbursements.

We found two minor anomalies:

- 1) a check where the amount written in the box was different than what was spelled out on the legal line causing a temporary imbalance. We verified the bank's proper correction; and
- 2) Ben Freda Consulting might have underbilled Luther Place by \$200.

We found no abnormal purchases or misappropriate use of church funds. We found the process documentation to be very helpful, however they could be enhanced by including a cross walk of payroll disbursements from QuickBooks to bank account deductions. One reason a crosswalk is needed is that payroll disbursements go to multiple parties, i.e., the employee and different departments of taxation.

Overall, we were very pleased with the current state of the office's record organization and the transparency from Kristen and the Comptroller, Julie Hamre. We note that the Director



of Operations has been advancing automated record keeping and we applaud any progress that can be made in this area. Because of their efforts, we feel future audit teams will begin with an understanding of Luther Places financial processes and will be able to quickly access any relevant financial documents as requested.

Next steps

- 1) Finding a new committee member to replace Charlie Stepanek; and
- 2) Begin the 2016 audit process



NSV Special Committee Report
Jackson Droney

Purpose and Team Members

Many years ago, Luther Place (LPMC) provided N Street Village (NSV) a \$2.1 million loan without an expressed desire to have the money repaid. However, the debt has stayed on NSV's books, and since 2013 LPMC and NSV have been in negotiations over ways to remove that debt in order for NSV to be able to more easily obtain Low Income Housing Tax Credits and other financing. In return for forgiving this debt, Luther Place has explored ways to secure the use of the N Street land for social justice ministry purposes long into the future.

Since February 2016, the congregation has provided a Council the authority to negotiate an arrangement with N Street Village under a set of criteria. Council has received recommendations in carrying out this authority from a special committee composed of Henry Bowden, Julie Hamre, Jackson Droney, and Pastor Karen Brau. Michah Elazar, our pro bono attorney, has been invaluable to this process.

Motion

Below is the motion the congregation most recently approved in December 2016.

I, Jackson Droney, move that the congregation of LPMC delegate its authority to make final decisions regarding the NSV property and debt to the Church Council provided:

1. this authority expires on June 30, 2017,
2. the Church Council solicits recommendations from the existing lay committee working on these issues,
3. the Church Council notifies the congregation once a final agreement on a covenant is reached and agreed to, and
4. the powers herein granted to the Church Council shall not apply to any negotiated covenant that does not meet the following four negotiating priorities:
 - a. The covenant ensures the land at 1333 is used for affordable housing/social services long into the future.
 - b. The covenant maintains a role for Luther Place in decision-making authority over a potential future sale of the land by NSV.
 - c. The covenant ensures that any profits from an agreed future sale of the NSV land are equitably distributed between the parties.
 - d. The covenant allows, in return for meeting these objectives, the forgiveness of the \$2.1 million balance on a loan Luther Place provided to NSV many years ago.



Proposed Covenant

The special committee very recently completed negotiations with NSV on a covenant that meets the terms of this motion.

Here is a summary of the covenant's provisions:

- **Use Covenant:** Use of the N Street property is perpetually restricted to the following uses for so long as the Church continues to own its property: the provision of affordable housing for low- and moderate-income individuals and families; drop-in supportive programs for residents and non-residents; office space and supportive and incidental uses; transitional shelter; transitional housing; and permanent supportive housing.
- **Church Consent Rights Over Transfers:** The Church has the right to consent in its reasonable discretion to any proposed transfer (i.e., sale or long-term lease) of the N Street Parcel, except that the Church does not have consent rights over a transfer of the residential portion of the building that occurs due to foreclosure or at the direction of the tax credit investor. The Church's consent rights allow the Church to consider whether the proposed use of the project following the transfer, and whether the transfer could reasonably be anticipated to result in a detrimental impact upon the Church in any manner.
- **Sale Proceeds:** If a sale of the property occurs, N Street will pay the Church a portion of sale proceeds equal to the greater of (i) \$2,020,000 (plus 2% interest) or (ii) 50% of the then-current fair market value of the land (not including improvements) ("Land Payment").
- **Purchase Right:** Unless the Property has been sold and the Church has earlier received the Land Payment, during the period between 50 and 99 years after the recording of the Declaration, the Church will have the right to purchase the land for \$1,000 (subject to the Church paying any transfer and recording tax). In that event the Church and N Street would also enter into a ground lease back to N Street for a minimum term of 50 years. At the end of the ground lease term, all of the improvements would revert to Church ownership.
- **Notice Requirements:** N Street is obligated to notify the Church if it receives and notice of default under its loan documents or the LLC Agreement in which the tax credit investor is a member. The Church is given the right, but not the obligation, to cure any such defaults.

NSV Bylaws

As part of this process, N Street Village has asked Luther Place to agree to change the NSV Bylaws. The standing bylaws provide Luther Place six designated board seats and



allow the senior pastor to serve as an NSV board member ex officio. NSV has asked Luther Place to agree to cede all of its board seats and to changes that remove all references to Luther Place from the bylaws. The current bylaws prevent N Street from selling, leasing (except for short term), transferring, etc. any real property located at 14th & N Street without the approval of a majority of voters at a duly called congregational meeting.

Council requested that NSV agree to reducing its board representation from six seats to three, but NSV desires a complete separation. They are willing to enter into a "side agreement" that allows Pastor Karen and two of our board members to complete their terms over a three-year period. The other three Luther Place board members' terms are scheduled to expire on June 30, 2017 (and one seat is presently vacant).

Below is a summary of NSV's requested changes and their rationale:

- As part of the debt forgiveness and restrictive covenants transaction, the limitations on transfers of the N Street property would be addressed in the recorded covenants and removed from the bylaws. The restrictive covenants has been negotiated, but remain subject to review by N Street's tax credit investor and lender on the residential portion of the building.
- The bylaws would be amended to remove all Luther Place Memorial Church representation from the Board and the senior pastor's role on the Executive Committee, and would remove the Church's consent rights over future amendments.
- N Street would enter into a side letter to the effect that, for a three-year period, the Church would be entitled to two seats on the N Street board plus the senior pastor as an "ex officio" member. After the three-year period, the matter of board membership would be left to N Street in its sole discretion, although as vacancies arise, continued Church representation would be given due consideration.

Components of the Side Agreement

In this process, LPMC has made a few follow up requests that NSV has agreed to. They are summarized below:

- The Church has asked that the side letter memorialize that the parties currently intend to continue the Church-related programs (Bible study, Ambassadors of Praise, etc.) at N Street for the indefinite future.
- The Church has asked for an \$80,000 payment (made in four \$20,000 annual installments) from N Street that satisfies a separate loan and reflects the good rapport between our organizations. Further, Council has already earmarked this future income to pay off the mortgage of 1325 Vermont Avenue, the church parsonage building.



- The Church has asked that representatives of the N Street board make a presentation to the Church congregation at the next Congregational meeting on Sunday June 4, 2017 after the 10:30 service to explain the decision so that any questions can be addressed before the congregation votes on the matter.

Decision-making Process

Procedurally, these matters will be considered by the congregation and Council under three separate questions:

1. **Do we agree to the covenant?** *Council can decide this at its June 2017 meeting, though the congregation may supersede the Council at the June 2017 annual meeting.*
2. **Do we agree to the requested changes to the NSV bylaws?** *Must be decided by the congregation at the annual meeting.*
3. **Do we agree to the proposed “side agreement?”** *Can be decided by the Council or the congregation.*

Conclusion

Among members of the special committee there is not unanimous agreement on these questions. However, it is my view that our negotiations have been faithful to the priorities we set in February 2016. If the covenant is rejected it's unclear how we could move forward in a way to secure the use of the land. NSV would be left with the option to pay off the \$2.1 million loan, which would leave us with no control and no potential financial gain from a future sale.

I have been advised that certain church members may propose an alternate recommendation that the Church reduce the number of seats of LPMC members on the NSV Board, but retain 2 or 3 seats indefinitely. Again, it is highly unlikely that N Street would agree to finalize the restrictive covenants without also obtaining a “clean” set of bylaws that removes all formal Church involvement.

For Luther Place, these negotiations have never been about the \$2.1 million or the NSV bylaws. They've been about ensuring that the land across the street is secure for social justice ministry and that Luther Place is guaranteed a decision-making role and financial benefit on a sale of that land long into the future. While the final covenant does not go as far as I initially preferred and while I regret NSV does not see a formal role for Luther Place on its board in the future, I believe this effort reflects good faith and meets the primary objectives we set at the outset.

Negotiations are always a mixed bag. Both sides give and get. It's never perfect and always a little messy. All that said, I believe we can hold our head high coming away from



these negotiations. This covenant will ensure that Luther Place's investment in the NSV parcel, made several decades ago, will continue to serve ministry several decades hence. There will be due time for other views to be considered as we conclude this process. The answers we give to the three questions above will – one way or the other – conclude four years' worth of work. I thank all the members of the committee, staff, Council, and our NSV partners for their thoughtful engagement of this matter.



MINISTRY BRIEFS

Friends of the Feast

Friends of the Feast (known as the altar guild in many congregations) has added a few new members and always looking for more to join. Each Sunday, someone takes on the task of providing bread for communion, setting up the altar then cleaning up after morning worship. After all is cleaned up, the altar is set up for evening worship. If you are interested in joining Friends of the Feast, contact Michael Sonnenberg.

Coffee House

Coordinated by Lolly Stuart, Coffee House teams provide hospitality efforts on Sunday mornings throughout the year. Coffee House Team Leaders help coordinate refreshments for congregants and guests before, during, and after 10:30 a.m. worship each week. This hospitality ministry continues to grow and change as the demands of the congregation change. As Lolly steps down from her role as Coffee House Coordinator, we'll be looking for a new coordinator to take her place. We are incredibly grateful for Lolly's hard work and leadership over the years.

Small Groups

Luther Place Small Group Ministry has successfully completed its first year, with four small groups located throughout the DC area (DC, Maryland, and Northern Virginia). Offering both fall and spring sessions, the lay-led small groups each focused on books to read and discuss together, meeting 2-3 times per month. Through discussion, check-ins, and prayer these small groups helped build relationships within the congregation, leading to new friendships and personal growth for all involved. Small groups are re-starting for a new session, and we would love to see new faces! Please contact Pastor Karen if you are interested.

20s/30s Ministry

The 20s/30s ministry at Luther Place provides opportunities for individuals in their 20s and 30s to grow together in faith. The ministry leads regular Bible studies, brunch outings, happy hours, and organizes a retreat at Rolling Ridge each fall. Additionally, the ministry periodically serves brunch to elder member after worship. The ministry also organized a summer "DC Brau Party" at the parsonage, participated in a walking tour of the neighborhood to consider its history and current socio-economic issues, and led the Good Friday worship service. Feel free to join the 20s/30s Facebook page for frequent updates on ministry activities. Please contact Vanesa Hernandez if you're interested in more information.

Embrace! (LGBTQ Ministry)

Embrace! The LGBTQA Ministry of Luther Place finally got its own name and Facebook page. The ministry has been active throughout the year including leading worship on Reconciling in Christ Sunday (in January) and Pride Sunday (in June). Embrace! has also



held several potluck brunches after worship, gone out for brunch, as well as attended Gay Day at the Zoo. If you are interested in these events, contact Michael Sonnenberg.

Stephen Ministry

Entering its fifth year at Luther Place, Stephen Ministry is a one-on-one lay caring ministry used by more than 12,000 congregations from 160 Christian denominations. Stephen Ministers attend 50 hours of training based on the Stephen Series System (created by Rev. Kenneth C. Haugk, Ph.d). The training is a basic introduction to human psychology and peer-to-peer counseling. Through the training, caregivers learn about providing care for individuals who are going through a difficult time (grief, divorce, job loss, chronic or terminal illness, etc), also focusing on confidentiality, healthy boundaries, and recognizing when referral to mental health professionals is appropriate.

Luther Place currently has seven trained Stephen Ministers prepared to aid the pastor and staff in providing care. Upon referral from Pastor Karen, an individual experiencing life difficulties will be paired with a Stephen Minister. Through confidential one-one-one meetings, the Stephen Minister and their care receiver will talk through the difficulties together, with the Stephen Minister providing companionship and support. The meetings and formal relationship continue until both the Stephen Minister and care receiver feel it is no longer necessary. Stephen Ministers aim to meet monthly as a group to provide feedback, support, and prayer for each other and their relationships with their care receivers.

If you have any questions about Stephen Ministry, please contact Margaret Maring or Nancy White. If you are interested in being paired with a Stephen Minister, please contact Pastor Karen.



SYNOD AND CHURCHWIDE REPORTS

2016 Synod Assembly

The 2016 Metro DC Synod Assembly was held on Saturday, June 18, 2016 at Good Shepard Lutheran Church in Gaithersburg, MD. The theme of the assembly was “For the Healing of the Nations.” The Metro DC Synod is comprised of about 80 congregations in the Washington, DC metropolitan area.

Attending the assembly from Luther Place were: Rev. Karen Brau, Jackson Droney, Chelsey Christensen, and Kate Wulff.

The assembly:

- Reviewed progress towards the Synod’s 2015 resolution supporting dialogue on racial equity within congregations.
- Adopted two respective resolutions repudiating the “doctrine of discovery” toward native peoples and rejecting public expression of hatred and fear injected in the 2016 United States presidential campaign.
- Received a report by Bishop Graham on the upcoming New Connections campaign, which aims to connect 3,000 new people to Christian life and community over the next three years, increasing participants in the synod’s congregations by ten percent. The campaign also intends to raise money for churches in the Synod with the best likelihood to grow in size. Subsequently, in March 2017 Luther Place received one of the first grants from this fund.
- Elected new members to the Synod Council. Jackson Droney was elected to be the DC Conference At-Large Representative.

2016 Grace Gathering and ELCA Churchwide Assembly

Candace Lilyquist attended the 2016 Grace Gathering in New Orleans. This gathering was hosted by the ELCA in partnership with the Churchwide Assembly. Participants worshipped with voting members of the assembly, attended workshops to build their understanding about the evangelism efforts of the Evangelical Lutheran Church in America, and learned about preparations for the 500th Anniversary of the Reformation. Candace's favorite workshops included sessions about the church's relationship with American Indian tribes and with Jewish faith groups.

As follow-up, a professor from Northwestern Theological Seminary offered a free course. Members at Luther Place got access. Plus, materials about the 500th Anniversary of the Reformation were donated to the Reformation 2017 Committee.



The assembly is the highest legislative authority of the church, and gathers for one week every three years. The 945 voting members:

- Approved the Ministry of Word and Service roster. As of Jan. 1, 2017, ELCA associates in ministry, deaconesses and diaconal ministers are a single, unified roster of Ministry of Word and Service.
- Accepted the "Declaration on the Way," a unique ecumenical document that marks a path toward greater unity between Catholics and Lutherans. At the heart of the document are 32 "Statements of Agreement" that state where Lutherans and Catholics do not have church-dividing differences on topics about church, ministry and the Eucharist. The document also presents the differences that remain.
- Elected William B. Horne II of St. Paul's Lutheran Church, Clearwater, Fla., vice president of the ELCA. Horne was installed during closing worship Aug. 13.
- Approved the 2017-2019 budget proposal. The budget includes a 2017 current fund spending authorization of \$65,296,005 and a 2017 ELCA World Hunger spending authorization of \$24.8 million; a 2018 current fund income proposal of \$64,057,220 and a 2018 ELCA World Hunger income proposal of \$25 million; a 2019 current fund income proposal of \$64,151,175 and a 2019 ELCA World Hunger income proposal of \$25 million; and authorizes the [ELCA] Church Council to establish a spending authorization after periodic review of revised income estimates.



BOARD REPORTS

Luther Place has designated seats on two nonprofit organizations it helped found in the 1970s. Six seats on the N Street Village Board and one seat on the Lutheran Volunteer Corps board are reserved for Luther Place members.

N Street Village

Purpose and Members

Luther Place continues to be strongly involved in advancing the N Street Village (NSV) mission to be the leading provider in seeking to end homelessness as we know it for single adult women in D.C. This year, five of us served on the Board of NSV; Crystal Corman, Portia Robertson Migas, Dan Corbett, Rachael Panay, and myself all serving in various capacities contributing to this vital mission in the city.

Actions

As NSV heads into the start of FY18 we can look back on major accomplishments. NSV just announced the \$9 million capital campaign conclusion with half a million over our target fundraising number. During the campaign NSV raised four different \$1M gifts and with that leveraged significant public contributions, including \$5 million in new Low-Income Housing Tax Credits, all of which together enabled NSV to fund the entirety of desired renovations at Miriam's House and the flagship property and to fully fund our Strategic Growth Reserve. NSV's new emergency shelter in Chinatown, Pat Handy Place serving 211 women, just celebrated its one-year anniversary, and we are now providing supportive housing for 40 women at Phyllis Wheatley at 9th and Rhode Island marking our fifth location providing permanent supportive housing for women in D.C.

Next Steps

In concert with the city's 5-year strategic plan to make homelessness a rare and short event, NSV will continue to play a vital role and will likely collaborate to provide yet new opportunities to close the permanent housing gap for single adult women. It has been truly amazing to me to watch the growth and impact of the NSV mission over these last 45 years, from its meager beginning here on the block. Luther Place can be proud of its long history of advocating for and providing housing here on the block and beyond for homeless women in the city.



Lutheran Volunteer Corps

Purpose

The Lutheran Volunteers Corps (LVC) is a community of faith uniting people to work for peace with justice. LVC pursues this mission by placing Volunteers in full-time service positions at social-justice organizations for one or two years, and through programming around its core values. The LVC Board supports the work of LVC and provides mission-based leadership and strategic governance, using a consensus model of decision making.

Members

Luther Place founded LVC in 1979 and has sustained and nurtured LVC in many ways since. One way Luther Place does this is by adhering to LVC's policy that there must be one to two active Luther Place representatives on the Board. Julie Klein serves as the current Luther Place representative on LVC's Board.

Goals

- 1) Achieve and maintain long term financial stability by developing a culture that fosters building relationships with our community, generating requests for financial supporters from all parts of our community, and providing excellent stewardship for the gifts received.
- 2) Improve our ability to invite, unite, and sustain our diverse community of stakeholders. The Board, including the Luther Place representative, supports LVC staff in this work as appropriate.

Actions

To help LVC achieve and maintain long term financial stability, Julie supports and helps promote fundraising efforts and signs outgoing checks on LVC's behalf. To help LVC improve its ability to invite, unite, and sustain its diverse community of stakeholders, it is important for LVC to clearly and publicly articulate what the organization believes. To this end, Julie served on a task force that worked to fine-tune LVC's core values, which the Board had worked on during an in-person meeting.

The Lutheran Volunteer Corps values are:

- Simple and sustainable living honors the abundant resources that God provides. These resources must be shared equitably so all can thrive.
- We are unique individuals, yet we are bound to each other. Living in intentional community creates the supportive space to engage social justice, live sustainably, and explore meaning and vocation.
- Exploring spirituality in community promotes understanding of diverse beliefs and values.
- Our journey to inclusive community must confront racism and oppression through intentional and often uncomfortable personal and institutional transformation.
- Social justice compels us to strive for a peaceful world where basic human rights are met.



Julie currently chairs the Board's Journey to an Inclusive Community (JIC) Committee, which helps guide LVC's ongoing process of confronting racism and oppression through intentional and often uncomfortable personal and institutional transformation. At the Board's August meeting, Julie facilitated a JIC discussion using excerpts from Mathew Desmond's book *Evicted: Poverty and Profit in the American City*, using examples from Milwaukee, WI, an LVC placement city.

The JIC Committee was tasked with having each board member take the Intercultural Development Inventory (IDI); each board member did, and individual follow up work is ongoing.

Julie also helped facilitate the connection between Luther Place and LVC through organizing a brunch after the new volunteer Commissioning in August at Baan Thai to welcome the new DC LVC volunteers to Luther Place and the city. She also helps to educate the Luther Place congregation about LVC's work; for instance, she gave a temple talk to the Congregation about what LVC is and promoting LVC's food justice initiative in Milwaukee during a church service, and has made other shorter timely announcements. Julie helped arrange LVC as Luther Place's "Mission of the Moment" earlier this year to allow the congregation the opportunity to assist with DC volunteers' expenses.

Next steps

The JIC Committee has work to do around articulating LVC's Journey to an Inclusive Community (and particularly its anti-racism work). A new development is that LVC plans to engage the Krista Foundation (and Crossroads) around the JIC anti-racism work over the next two years. The L in LVC Committee has work to do around clarifying the role of Lutheranism in the Lutheran Volunteer Corps. Enhancing materials and programming around these two LVC values is intended to increase the understanding of and interest in LVC to prospective volunteers and other stakeholders.

LVC overall has work to do to increase its volunteer base, which is critical to the organization's long term financial stability. Round 1 matching results for the upcoming year were lower than expected, though Round 2 results currently look slightly more optimistic. LVC will need to more seriously consider possible scenarios to address the trend toward lower numbers of volunteers in LVC and similar service organizations. This may include restructuring LVC for FY 19 to be located in fewer cities, which would involve difficult decisions but could allow LVC to focus on building stronger community in the cities it operates in.

The LVC Board also has work to do around ensuring all members understand their role in the organization and the Board's communication policies. The Board should also work to increase its diversity to better align with LVC's JIC values; it is currently very white-male dominant and not representative of LVC's volunteer base.





VISION UPDATE

Background

A Vision Coalition was started in 2010 to listen to the congregation in a variety of formats to develop the Luther Place Vision for 2017 and the goals leading up to the manifestation of that vision. Goals were set under each vision pillar, divided into short-term (1-2 years) and long term (3-5 years) goals.

Vision Statement

In 2017, Luther Place will be a community that looks and feels like God's kingdom in its beautiful expansiveness, where all are called into relationship with Jesus Christ and one another. In this place we will use our gifts to act in the world and build the beloved community.

Worship attracts and gathers a range of people with various services and styles, engaging the community in a depth of traditional practices and creative endeavors.

Worship (1-2)

- **One regular monthly night-time worship.**
7:00 PM weekly services are offered during Advent and Lent.
- **200+ worshipping on Sunday.**
Average attendance is 162 at the 10:30 AM service and 30 at the 5:00 PM service.
- **4-5 joint 10 a.m. worships per year.**
Our two Sunday morning services were consolidated in February 2016.
- **Evaluate both Sunday worship options.**
Current services are an agenda item at the weekly staff meeting, mainly to discuss technical issues such as baptisms, worship volunteers, and timing. Pastor Karen and Jeremy Grenhart evaluate and discuss the worship services in their supervision meetings and receive individual feedback from members of the congregation. For the past two years, the Council has dedicated time at its May meeting to meet with staff and evaluate our worship services.

Worship (3-5)

- **Experiment with worship times and modes other than Sunday morning.**
We are currently offering a 5:00 PM Sunday Service.
- **300 worshipping weekly.**
We have not hit this targeted goal yet.



- **Develop additional choirs (including children's choir)**

The 10:30am Choir has been reconstituted as a community choir with a focus on participation and worship leadership. Children engage music with the opening for Sunday School and are invited to participate in the Community Choir during worship. New instrumentalists and vocalists lead the 5:00 PM service.

Spiritual Growth is how we are formed as disciples of Jesus Christ, embracing scripture and all opportunities to engage the divine, and nurturing us to contemplate, study, and question our faith.

Spiritual Growth (1-2)

- **1/3 of congregation is engaged in spiritual growth activity monthly.**

20 percent of the congregation is engaged.

- **Regular spiritual formation and education offerings – both clergy and lay led.**

We have offered Spirituality Matters the 2nd & 3rd Tuesday every month for the last year—with a variety of topics and leaders, the 9:15 Education Hour has been successfully lay led and in 2016 we started 4 new small groups.

- **Annual congregational retreat.**

Retreats have been held each fall since 2014.

- **Task force to look at effectively sharing the gospel with children and youth.**

Instead of one single task force, this is broken down into leadership teams. We have moved in the direction of creating a Children and Youth in Community Initiative, which includes developing community norms for the inclusion and engagement of children and youth in congregational life.

Spiritual Growth (3-5)

- **Outreach to immediate community to connect 5-10 new families with children's education opportunities.**

Over the past year this has taken place through the Pray & Play group for infants and toddlers, St. LuthRef youth group, and ArtSmart Summer Camp.

- **Over 1/2 of congregation engaged in spiritual growth activity monthly.**

This continues to be an aspirational goal. The success thus far is we have consistent lay and Pastor led opportunities.

- **Initiate an adult discipleship process -- for new Christians as well as maturing disciples.**

In recent years, we have offered an adult Affirmation of Baptism class that is celebrated at the Easter Vigil. This year, no one expressed a desire to participate.



Instead, from January to April Pastor led series of classes called “Engaged and Embodied Discipleship” that centered on contemplative prayer and the Catechism. In future years this class could be modified for adult Affirmation of Baptism.

Justice is a public witness to our faith; we will continue our history of openness to what arrives, standing in solidarity and acting with people who are struggling, in our community, country, and world.

Justice (1-2)

- **Make a flexible plan around social justice that enables congregation to be involved in activities, i.e. regular monthly opportunities for service.**

We will continue to offer the opportunity to make dinner for the 4th floor night shelter on the first Thursdays of the month as long as the shelter remains the building. The Steinbruck Center provides periodic walking tours of the neighborhood the highlights its social justice history. Members of the congregation make and serve breakfast to each other on the first Sunday of every month.

- **Identify one new opportunity for social justice ministry in DC and one in our neighborhood.**

ArtSmart Summer Camp is our newest justice ministry in the neighborhood, and we continue to support congregational involvement and leadership in the Washington Interfaith Network.

- **Steinbruck Center to offer 2 new significant educational opportunities for the congregation and its neighbors.**

The Steinbruck Center periodically provides racial equity trainings to the congregation and is exploring providing poverty simulations to area businesses and nonprofits. The Center provided an Immigration 101 and Rabid Response trainings earlier this year.

Justice (3-5)

- **Add one new opportunity for international social justice ministry.**

In the past five years, Luther Place members have participated in two service and education trips: one to the U.S-Mexican border and another to Israel/Palestine.

- **Create a strategy to grapple with being a congregation with a priority for the poor that exists in a gentrifying neighborhood.**

Over the past year, the Steinbruck Center has explored ways to work on employment opportunities for neighborhood residents. The work of Building Vision 2017 and the Community Craft Collective also relate to this goal.



Hospitality is how we – each of us – **extend God’s kingdom to a dynamic and diverse city, growing our community and engaging all of God’s children, from the powerless to the powerful.**

Hospitality (1-2)

- **Recruit, train and support a happy and humble hospitality team for Sunday where the front-line activities of welcome and coffee house are viewed as ministry.**
We have developed a team of worship volunteers and this process is supported by the Volgistics system. This process will transition in 2017 to Fellowship One and should facilitate better scheduling and planning. Also, the coffee house process will be reviewed in coming months.
- **Outdoor Sacred Commons -- plans finalized and implementation begun.**
Work is in progress on 14th Street. Once complete, the team will begin work on the Vermont side of the building.
- **Implement methods for following up with guests and visitors.**
We currently have an established process for welcome cards, welcome e-mails, and follow up with relational meetings and further invitations to attend worship.
- **Of the dozens of people welcomed, 20-30 people join per year.**
The number of new members has increased since 2012.
- **Implement regular anti-oppression training (e.g., anti-racism)**
Council participated in a training offered by the Steinbruck Center and the Racial Equity team is working on implementing a strategy for broader congregational engagement.

Hospitality (3-5)

- **Expand hospitality beyond coffee house and greeters.**
A focus has been placed on nametags, 1st Sunday Breakfast, and new signage.
- **Every ministry group is examined for its practice of hospitality.**
We are examining what the metrics are for this goal.
- **Scores welcomed and 30-40 join per year.**
We have not yet reached this goal—we are closer to 20 to 25 new members annually.

Community Care is how we sustain a vibrant community, our intentional practice of supporting and nurturing one another in all stages of life, in celebration and sorrow.



Community Care (1-2)

- **Stephen/Martha Ministry are up and running.**
The Stephen ministry is lay lead and running. We have chosen not to form a Martha Ministry at this time due to a lack of available lay leadership, though will be reviewing this over the next year.
- **Small group ministries each have a clear purpose, designated leadership, regular events, and sets own goals.**
Starting in May 2016—we launched 4 small groups that are geographically meeting (Maryland, Virginia, & DC)—in August we will evaluate this process and continue to offer regular small groups.
- **1/2 the congregation is connected into a small group.**
We have not fulfilled on this goal.

Community Care (3-5)

- **Maintain Stephen and Martha Ministries with 5-10 people trained to be new participants each year.**
This needs to be revisited.
- **2/3 of congregation is connected into a small group.**
We have not fulfilled on this goal. More people are not connected because of individual and family time constraints.





VITAL STATISTICS

2016-2017 New Members

Kathleen, Kaylin & Braeden Williams
Doug Walter
Kelsey Magill
Monika Hartsel
Tess Scharl (sp?)
Dena Berglund
Katie Petitt
Makenzie Gold Quiros
Sandy Coleman
Andy Rothe
Veronica Edward

Members who passed away

Zachary Benavidez
Janie Kibe
Helen Walker

Baptisms since June 2016

Louisa Ruth Meyer Sander
Declan David Murray
Emmett Russell Murray
Milo Macari Burr
Elisa Gillian Hestness Frazell

Youth Confirmands

Caroline Eays
Aidan Gately
Eleanor Grant
Ben Miller
Sarah Ralston

Attendance

Over the past year, average attendance is 162 at the 10:30 AM service and 30 at the 5:00 PM service.





APPENDIX I: NSV NIGHT SHELTER RESOLUTION

Parish Hall Fourth Floor Reorganization

Final Resolution

As Approved by Church Council on April 22, 2017

Whereas the Spirit has called Luther Place Memorial Church (LPMC) to “proclaim the Gospel’s transforming love and grace and challenge injustice”;

Whereas LPMC founded N Street Village (NSV) and ushered into being its Christ-rooted ministry to homeless women;

Whereas LPMC and NSV’s relationship has evolved over many years, just as LPMC’s relationships with other non-profit organizations it has founded have evolved with time;

Whereas LPMC and NSV today face different mission environments;

Whereas LPMC’s unique location – simultaneously the closest Lutheran church to the White House and situated in a rapidly changing neighborhood – provide unparalleled opportunities for prophetic Christian witness and discipleship formation;

Whereas LPMC founded the Steinbruck Center to provide “transformative urban immersion experiences” for individuals and groups of all ages and all stages of discipleship;

Whereas the Building Vision 2017 process is providing an opportunity for LPMC to re-imagine how its building space is used and how it enhances and constricts existing and potential ministries;

Whereas LPMC’s current fiscal situation is not sustainable and inhibits ministry creativity;

Whereas NSV has expressed its support for relocating its night shelter on the fourth floor of the LPMC Parish Hall building;

Therefore, in order to deepen and magnify LPMC’s witness of Christ for its community, the broader church, and the world, be it

Resolved, that LPMC staff and Executive Committee shall work with NSV to vacate the fourth floor of the parish hall building, ensuring that no one residing in the shelter be unduly harmed by this transition;

Resolved, that upon NSV’s vacation of the 4th floor, that space be designated for the Steinbruck Center and the 3rd floor space vacated;



Resolved, that Building Vision 2017 take immediate steps with its hired architect to prepare renovation renderings of the 3rd and 4th floors with respect to this transition.

Resolved, that LPMC Church Council and staff, with the support of the leadership of NSV, will continue to promote opportunities for LPMC members and NSV residents to build relationships together in worship and ministries; and

Resolved, that LPMC Church Council affirms that while missions evolve, Christ's concern for the poor is constant, and that as the transition of mission and logistics herein described progresses LPMC shall continue to discern ways to relate to vulnerable populations and stand for justice.