

Luther Place Congregation Council Minutes
February 9, 2018

Present: Pastor Karen Brau, Patrick Callahan, Chelsey Christensen, Christina Davis, Jackson Droney, Ann Hill, Tara Hogan, Kristin Kane, Faith Korbel, Candace Lilyquist, Christiana Lundholm, Michael Wendt, Kate Wulff,

Apologies: Alex Adams, Betsy Moutenay, Einar Olson, Alberta Williams

Meeting began at 6:43 pm

I. Devotions (Pastor Karen)

From the “ReimaginingExamen” app

II. Approvals

Chelsey moved to accept the amended meeting agenda.

2nd: Kate

Motion Carried

Chelsey moved to accept the January minutes

2nd: Christina

Motion Carried

III. Pastor’s Report

Report as submitted, with highlights:

- Transition in Staff – The staff has been working through Deborah Shepherd’s departure. A temp has been hired to handle doors, phones, and other small tasks. Before leaving, Deborah worked on a detailed job description and Pastor Karen and the staff have been re-working and clarifying that description further.
- Staff Retreat – The staff took 4 ½ hours this week to work on aligning, as a group, around values and a unifying “Why”. They created a unified “Why” sentence, which reads: The beloved community made real for people across generations and identities, evidenced by belonging, healing, justice and love.
- Reimagining 5 pm – A group has been formed to look at the 5 pm service, and they have met to begin relationship building. They have a process laid out through May.
- Lent and Holy Week – The theme for Holy Week will be “On Pilgrimage”, asking “who will you bring?”

IV. Announcement

Closed session.

V. Discussion of “Lasting Impact” – Chapter 7 What are we actually willing to change?

1. Council members shared phrases/sentences that struck them about the chapter, including”
 - The emphasis on Why, and not How or What
 - Tackle change with a fully engaged heart
 - Ban delusional talk
 - Embrace, not erase
 - Learning how to plot trajectory is being a good leaders
 - The only person I have control over is myself
2. Council members split into groups of 2 and discussed questions 1, 2 and 6.
3. Council members split into groups of 4 and discussed the questions:
 - What will our congregations look like in 5-10 years if we embrace change?
 - Answers included:
 - more young people, more engagement, something to offer the community around us, multi-generational interactions, a building that is physically open and inviting, a deeper sense of belonging, 250 attendees on Sunday morning, a “why” bigger than each of us is capable of on our own, a sense of joy, more people and more diversity (equally important), involvement in what is going on locally and nationally, bolder and centered, a training ground, spirit led

Luther Place Congregation Council Minutes
February 9, 2018

What will our congregation look like in 5-10 years if we do not embrace change?

Answers included:

Bankrupt, impact on our mission, irrelevant, empty, smaller staff, older, a lack of connection with the community

4. As a group, cancel discussed the next steps/take aways.

Answers included:

We need to be on the same page as to the why.

Growth will benefit the community.

We need to build on relationships.

While gaining consensus on why is important, so is action.

Leaders need to develop perseverance and move past fear of people leaving.

Leaders need to be transparent in decision making.

Leaders need to communicate.

We need the courage to try without knowing that it will be successful.

VI. Recap of Council and Team Development Discussion

1. Council reviewed “The Five Ingredients of a Healthy Team”, as discussed at the December meeting:
Trust, Conflict, Commitment, Accountability, Results
2. Jackson led a discussion about creating trust on teams.
3. As a follow up to questions about how decisions are made at Luther Place, council members were invited to anonymously respond to the following questions relating to decision making:
 - 1) What is working?
 - 2) What is not working?
 - 3) What is confusing?
 - 4) What is missing?The executive team will review the responses and provide feedback.

VII. Committee Reports

1. Finance (Kate and Patrick)
The monthly report is not available yet, but Kate will share it when it is available.
She did report that our 2017 deficit was \$25,000 less than projected, which is great news.
She also shared that the Finance Team is working on putting together an investment policy.
2. Property (Patrick and Alex)
Report as submitted.
3. Personnel (Betsy and Jackson)
Report as submitted, with highlights:
4. Membership (Chelsey and Alberta)
Report as submitted.
5. Stewardship (Patrick and Candace)
Report as submitted, with highlights:
The pilot stewardship visits begin this Sunday.
6. Engagement (Faith and Alex)
Report as submitted.
7. Racial Equity (Ann and Tara)
Report will be submitted.
8. Celebration 2017 (Einar and Christina)
The team is really looking for new members.
9. Community Care (Christiana and Christina)

Luther Place Congregation Council Minutes
February 9, 2018

Report as submitted.

VIII. Closing

1. Closing Prayer.
2. Next meeting – Thursday, March 8