

Luther Place Congregation Council Minutes

October 12, 2017

Present: Pastor Karen Brau, Christina Davis, Ann Hill, Patrick Callahan, Jackson Droney, Candace Lilyquist, Christiana Lundholm, Tara Hogan, Betsy Moutenay, Einar Olson, Kate Wulff,

Apologies: Alberta Williams, Faith Korbel, Chelsey Christensen, Alex Adams, Michael Wendt

Guests: Christy Hartigan, Rebecca Calloway, Charles Stepanek

Meeting began at 6:47 pm

Devotions (Christiana)

Spiritual Practice of Storytelling and Listening to Stories
The King of Little Things

New Connections (Christy Hartigan and Rebecca Calloway)

The council viewed the New Connections video produced by the Metro DC Synod.

New Connections aims to connect 3,000 new people—a 10% growth across our synod—to engage in the ministry in our existing congregations.

Why – People need to hear the gospel. Connections with people, with God.

Written materials were distributed. It was explained that the pie chart of distributions will change and more will be put into revitalizing congregations since the listed amount is more than is needed to establish 3 new congregations.

The three new congregations are Holy Trinity – Merrifield campus, King of Kings – Loudon County campus, and Living Faith – Rockville, Swahili congregation.

Jackson requested more history on the congregations setting up second campuses and Christy agreed that additional info would be great for future videos.

Council was asked to discuss if and how they want Luther Place to be involved in the campaign. This decision would include setting a congregation growth goal to be decided by Council and setting a financial goal. Contributions to New Connections can be made by the congregation and directly by individuals. 100% of the funds given to the campaign goes to the campaign.

Approval of September Minutes

Einar moved to accept the September minutes.

Second: Kate

Motion Carried

Pastor's Report (Pastor Karen)

As submitted, with highlights:

- WIN is working on a transportation justice campaign. The meeting on October 23 will be hosted at Luther Place and involve 10 congregations. Luther Place pledged 40 attendees. Catherine Henshaw will be leading hospitality team at the meeting. The Ambassadors of Praise will sing.
- On Reformation Sunday we will join with other congregations at 10am and process inside.
- The Ambassadors of Praise have been invited to sing outside of the Cathedral on Reformation Sunday but not inside with the choir. Pastor Karen was troubled by this and the topic of how to respond and what further actions could be taken was opened to discussion. Christina asked if others had been asked to perform inside. Jackson offered to call the bishop and get more information on the planning for that day. Pastor Karen suggested creating and passing out a flyer with the language developed by Jackson on Racial Equity the Ambassadors are singing.

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Council Vice President Discussion and Vote

Chelsey is on maternity leave and has stepped down as VP but will continue as a council member when she returns from maternity leave. This vacancy needs to be filled by a council member and Jackson opened the floor for all present to nominate themselves or another member. Kate nominated Tara and Tara accepted. Jackson moved to accept.

Second: Betsy

Motion Carried

Minister of Music/Alternative Service Discernment Update

There are three teams that will be formed:

Search team – Personal Plus

This will be the Personal committee with additional members brought in to guide the hiring process for a new Music director.

It has been discerned that the previous decision that the music director is needed at a 30 hr/week position is no longer the case and it makes more sense to have a part time/contracted position. The Personal Plus team will determine the exact obligations.

The second team would be the Worship Vision Team concentrated on the 5pm service. Jackson will step down as co-leader and it will be led by Michael and a TBD person of color. The team will aim to determine what is the purpose of the service and who is it aiming to attract. The team has resolved to look at it through the lens of racial equity. Other goals involve it being a more participatory service than the 10:30 one. It needs to be done in a financially sustainable way. The council will set up parameters of discussion for that group.

The third team would focus on the 10:30am service and would concentrate on worship volunteers, council lead, how would we incorporate racial equity in that service, looking at how it fits the current worship goals.

The council agreed to move forward with all three teams. Christiana asked what is being done to make sure the committees don't operate at cross purpose and Jackson promised to get back to her and the Council with more information.

Budget Update (Kate and Patrick)

Council was asked to take a few moments to review the current budget and the proposed new fiscal year budget and ask any questions they may have.

Tara asked what 6133 Job Search/Relocation is. It is a placeholder in case those funds are needed. Kate explained this is the wish list budget. At \$67,255 it has a significantly smaller deficit than the dream budget usually has. The budget is mostly personal and building expenses, both of which include many set costs.

The Steinbruck Center requested \$5000 for seed money towards a cleaning cooperative grant but the finance committee has requested more information. It will only budget the money if the grant is offered.

Kate recommended that since the deficit is small the council agree to all staff budget requests.

There is no capital budget yet because there is no info from property team.

The Synod contributions are forecasted at the same 5% it was but if the council agrees to New Connections that amount will need to be revisited.

The budget reflects a decrease in giving since it is down again this year.

Since 2014 there has been a deficit.

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Charlie walked the council through the Personnel portion of the budget. Sarah and Bianca would have salary increases which is balanced by an increase to Steinbruck Center revenue. There is a proposed retention incentive. The Steinbruck Center will start to submit a bi-monthly report to council on their transition process. Due to ongoing conversations on the new Music Director position the draft budgeted amount will increase to \$21,000/yr or higher. There is a need for an admin/communications position that would also increase staff salary budget.

Between now and the November council meeting the finance committee will prepare a more in-depth version of the budget based on further conversations with the staff.

Team Updates

1. Finance (Kate and Patrick)
Report as submitted.
Tara moved to accept the Finance Report.
Second: Betsy
The motion carried.
2. Property (Patrick and Alex)
Report as submitted.
3. Personnel (Betsy)
Report as submitted.
4. Racial Equity (Tara and Ann)
Report as submitted with highlights:
There is a Decolonize Lutheran conference the first weekend of November in Philly and any council member who was able to attend was invited.
5. Community Care (Christiana and Christina)
Report as submitted.
6. Worship/Vision (Jackson and Michael)
7. Membership (Chelsey and Alberta)
8. Stewardship (Patrick and Candace)
Report as submitted with highlights:
Plans are underway for visitations.
Candace shared that her hometown church publishes what the previous week's attendance and current giving is in the bulletin and suggested Luther Place look into the same.
9. Engagement (Faith and Alex)
Report as submitted.
10. Celebration 2017 (Einar and Christina)
Report as submitted.

IX. Closing

1. How do you feel? What have you learned?
2. Closing Prayer.
3. Next meeting – Thursday, November 9