

**Luther Place Congregation Council Minutes**  
**March 8, 2018**

**Present:** Pastor Karen Brau, Patrick Callahan, Chelsey Christensen, Christina Davis, Jackson Droney, Ann Hill, Tara Hogan, Kristin Kane, Christiana Lundholm, Michael Wendt, Alex Adams, Betsy Moutenay, Einar Olson

**Apologies:** Alberta Williams, Faith Korbel, Candace Lilyquist, Kate Wulff

**Meeting began at 6:44pm**

**I. Devotions (Betsy)**

Betsy led a devotion around selfcare.

**II. Approvals**

Chelsey moved to accept the amended February minutes. One section of the minutes will be edited to read Closed Session.

2<sup>nd</sup>: Betsy

Motion Carried

**III. Pastor's Report**

Report as submitted with highlights:

- Staff Retreat - Staff had the second of their retreats framed by the book Lasting Impact and Tribal Leadership.
- Staff Transitions - The search continues for a parish administrator. A very strong potential candidate has been interviewed and pending final approval from the selection team Council will be asked to vote electronically on approving the hire between the March and April Council meetings. This is to ensure that the start date isn't delayed by the time between meetings. for a new Search for congregation admin. Very strong potential candidate.
- Lent and Holy Week – Preparations are underway for Holy Week. There will be a pony for Palm Sunday.
- A group of Dreamers stayed at the hostel. Hosting them was a collaborative effort between staff and members of the congregation. They participated in a Wednesday night Lent service.
- Groundbreaking – Groundbreaking for the Anacostia Watershed outdoor project will be held on April 15. There will be a blessing of the ground and liturgical procession.

**IV. Preparation for Annual Meeting/Report**

May 13<sup>th</sup> is the Annual meeting. At that time new council members will be elected and the annual report will be presented. Engagement Team should be prepared to have update on council nominees next month. Annual reports will follow the same template as last year and will be due one week after the April council meeting. Jackson will communicate with staff and others on the non-Council generated reports.

**V. Update on Incubator/Co-op**

Kristen gave a recap of the announcement made at the past Sunday's service. She emphasized that the incubator will be a 501(c)(3) charitable organization separate from Luther Place and each of the businesses it supports, including the first co-op. The first co-op is a women-owned house cleaning cooperative. Eight women from the neighborhood have already committed to the process of creating a worker-owned business and others are also interested in joining. This will be a separate limited liability company (LLC) from Luther Place as well as the incubator.

**VI. Decision Making Processes Discussion**

There will be a four part Leadership Seminar led by Jackson in the spring. All members of the congregation are invited.

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Last month council was asked to answer four questions on what is/isn't working on decision making. What emerged from the answers was confusion over who has the power to do what.

Jackson reflected on the changes to what the Council focused on and the shift from liaisons to co-led teams in the past few years. With this has come different levels of decision making abilities. A sheet was distributed that detailed who needs to approve something before it can be enacted.

Teams were asked to look at how their team goals relate to congregational goals and to review the chart distributed and provide feedback before the next council meeting.

**VII. Committee Reports**

1. Finance (Kate and Patrick)  
Report as submitted.  
Motion to accept report (Chelsey), Second (Einar) Motion Carried
  
2. Property (Patrick and Alex)  
Report as submitted with highlights:  
Elevator repair was forecasted in the budget for \$90,000 but the first bid that came in was \$100,000 over that amount. The team is working on receiving additional bids.
  
3. Personnel (Betsy and Jackson)  
Report as submitted with highlights:  
The committee has been working on hiring a new parish administrator and is close to having a final candidate for the council to approve. Given the time between this Council meeting and the next they are looking into having the approval done electronically.  
The committee plans to meet with Justin Fitch for his next check in and have been gathering feedback from others in the congregation to help shape the discussion around his next contract.
  
4. Membership (Chelsey and Alberta)  
Report as submitted with highlights:  
Eight new members joined on 2/26. Two more will be joining soon and one is still discerning. April 8 is the confirmed date for next welcome lunch and April 21 will be next new member workshop. Chelsey is following up on connectors to make sure connectors are connecting with new members and that new members are responding.
  
5. Stewardship (Patrick and Candace)  
Report as submitted.
  
6. Engagement (Faith and Alex)  
Report as submitted with highlights:  
Alex asked council to submit their suggestions for new council members for the next term. Jackson suggested the Engagement team review the document created on the process for inviting people to be on council.
  
7. Racial Equity (Ann and Tara)  
Report as submitted with highlights:

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Gary and Margaret Maring have put together a group of people to coordinate Luther Place's involvement with the day of MLK events on April 4. The goal is to get a combined 50 people from Luther Place and N Street involved.

8. Celebration (Einar and Christina)

Report as submitted with highlights:

The 145<sup>th</sup> Anniversary service will be on March 18 and will be followed by a special adult forum led by Gary & Margaret Maring on the history of Luther Place. A new wayside sign will be put outside to highlight key moments in the Luther Place's history and ideas for what to include should be sent to the team.

9. Community Care (Christiana and Christina)

Report as submitted.

10. Worship/Vision (Michael)

The team recently met and has plans for more one-on-ones and will work on how to engage with people in community around this process.

**VIII. Discussion of "Lasting Impact" (Chapter 4- What Keeps High Capacity Leaders from Engaging Our Mission)**

The council discussed words and themes that stuck out to them while reading this chapter:

Theological Necessity

Set you up to succeed

All grace & all truth

A timeline on every role.

Almost all volunteer.

Leaner & meaner.

Using volunteers more wisely, in ways that won't keep them drained.

The council was divided into groups of at least 3 to discuss the following questions.

**Are relationships around here healthy?**

Answers included:

balance of grace and truth, talking with and not about individuals

needs more intergenerational mixing

one-on-one relationship building

sharing group/team agreements and structures already in place

Respect boundaries

Listen to Nos

Strive for enjoyment of whole congregation, not select few

Identify what healthy relationships are congregation wide. Health between individuals and individual and institution

**Will serving help me grow spiritually?**

Answers included:

Leadership Develop Seminar planned by Jackson has spiritual component.

Understand that people arrive broken and help them.

Competence is not a thing you arrive at.

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**Am I just means to an end?**

Answers included:

Thanking people.

Letting people know what impact they are making

Giving encouragement

Praying for people by name

**Will you help me develop the skills I need?**

Answers included:

Leadership Development

Making people feel really loved and welcome

Viewing mentorship as spiritual opportunity for leader and team members.

Don't make assumptions that everyone has common set of skills

Are we finding the right fit for people within congregation? Luther Place Connectors

**So, am I signing up for life?**

Answers included:

No. LP is good at.

Drive before your buy model is good.

**IX. Closing**

1. Closing Prayer.
2. Next meeting – Thursday, April 12