



Luther Place Congregational Council Meeting Minutes
October 17th, 2019
Luther Place, All Saints Room

Present: Tara Hogan, Pastor Karen Brau, , Emma Northcott, Amanda Lindamood, Michael Wendt, Einar Olsen, Cathi Jones, Caroline Eayrs, Elizabeth Ellis, Joan Hay, Kate Wulff, Jay Forth

Apologies: Joan Hay, Elizabeth Ellis, Doug Walter, Tom Randall

The meeting was called to order at 6:34 pm by Tara.

Agenda

A motion was made by Kate to approve the agenda for the meeting. The motion was seconded by Emma and passed unanimously.

Minutes

The minutes were distributed electronically via our google group prior to the meeting.

A motion was made by Kate to accept the September 2019 Council Meeting minutes. The motion was seconded by Einar and passed unanimously.

Congregational Meeting

The meeting is October 17th. The Executive Committee met and determined to continue our pilot time with a new agenda sequence for meetings, that was introduced at the August meeting. The current agenda includes Committee and Liaison reports, the Devotion, the Pastor's Report, the President's Report, and a review of Council Commitments in a larger discussion format, integrating the seed of a conversation about budget season, and our move to review and revise our process using a lens of racial equity.

2019-2020 Teams and Liaisons—list reflects signups for the 2019-20 Year

The focus of reports has been clarified to spotlight key highlights, support requests, and concerns.

Finance - Kate + Tom (Chair)

A written report was submitted, and Tom was absent from the meeting.

A motion was made by Kate to approve the Finance Report for the meeting. The motion was seconded by Jay and passed unanimously.

Lengthened time was given to review the budget process as we move into steps to prepare the 2020 Congregational budget.

Kate elaborated, the first page of the budget is the balance sheet, and the third page contains all line items. She noted that there are more categories for expenses than for income. The fifth page attempts to break the

budget down by program, highlighting what the congregation is spending money on. This is a good place to look at to understand priorities, though also a less detailed aspect.

Property – Cathi

A written report was submitted by Kevin as a part of an integrated staff report, which is a new practice.

Personnel – Doug

A written report was submitted by Doug. It was highlighted that Sarah and Justin are continuing their negotiated additional tasks through December, and Kathleen McGuire as an administrative assistant.

Membership – this committee is being restructured, and that will resume focus in September and October. Amanda and Pastor Karen are in initial conversation.

It was noted that a new member class was set for Saturday, November 16th. The priority is to recruit 3-5 people to help get this committee off the ground.

Stewardship -Elizabeth

The Congregational letter is in its final steps to be sent out via mail, full council participation is requested.

Engagement – this committee is being restructured, and that will resume focus in September and October. Amanda and Pastor Karen are in initial conversation.

Community Care – Joan

No report was provided.

New Connections/Listening – Michael

Mike stated that there are no updates at this time.

Protest & Movement – Einar

A written report was submitted.

Einar noted in person that the Protest & Movement Committee requests that Luther Place put in writing our support of the Poor People's Campaign; Einar requested a motion to vote whether to provide a letter of support to the National Campaign, Cathi seconded, and the motion passed unanimously.

It was stated that the National mass rally for the Poor People's campaign is scheduled for June 20th.

Steinbruck Center Liaison—Emma

A written support was submitted by Sarah.

Emma highlighted that the Steinbruck Center committee met this past Sunday to determine their high level priorities, which include building their website, preparing a budget and creating a business plan.

Youth & Families Liaison – Caroline

Caroline provided an update in person. To remind us, Sunday school in our pilot is attending to the themes of public church and community care, integrated with worship components and intergenerational activities. Using a hybrid model, a team of teachers is leading a regular class for 0-5 and 6-11-year olds, as well as an introduced Caregiver Forum, and monthly all age one room Sunday school open to all kids, youth and adults.

The first Sunday each month will incorporate an Intergenerational Activity. Each week there is a children's time, as well as aspects of worship where children and youth have a visible role, like with anointing.

Additionally, Caroline highlighted that the confirmands are preparing to be confirmed on November 3rd.

It was discussed that youth would like to have a role in the hiring of the Director of Spiritual Formation, and they will be introduced at the stakeholder step within the interview process, as will staff. Pastor Karen and Caroline will discern how to select a representative.

Long Range Planning/Deficit Reduction Task Force Liaison—Amanda

Amanda highlighted that the next meeting for Long Range Planning is scheduled for October 22nd, having not met again since council's September meeting.

Highlighted areas reflect unconfirmed committee assignments and directions.

Devotion/Spiritual Practice

A plug was made to request volunteers for November and December devotions.

As a part of the new agenda sequence, the placing of the devotion and check in was moved to the middle of the meeting, following committee updates. There is a new intention to link the devotion with the area of discussion that is the focus for the meeting.

Tara led a two-part devotion, beginning with a weather check in, followed by a listening exercise with a partner. The Congregation's purpose statement, guiding principles and vision were distributed, as council members were asked to reflect on an area of the vision that they'd participated in recently.

Pastor's Report

Pastor Karen submitted a written report as a part of a joint staff report, and focused in her in person sharing on the following topics:

- 1) Encouragement to participate in compost ministry
- 2) The shift to serve mostly vegetarian food as a congregation
- 3) Organizing for Mission
- 4) Her reactions to Lenny Duncan and Lamont Wells, two guests in September
- 5) Two pieces that she's reading on [white supremacy](#) and [white women](#)

She synthesized by emphasizing the need for community norms to help us get to self-reflection, vulnerability, and discomfort we have to learn how to learn how to bear together, and that those of us who are white in Lutheran church have to be on this journey.

Organizing for Mission is hosted at Luther Place from October 24th through October 26th.

President's Report

Tara stated again for council that this format is a pilot we're trying out, seeing if adjusting the order of business helps with the flow of meetings. Part of this is a commitment to accomplishing fewer things, and being realistic about the length and parameters needed for discussion to reach agreement and genuine full participation. There will be an emphasis on tying our time of devotion and check in to the themes of our discussion time to follow. There will be time left for a president's report to allot room for any needed business that needs to be considered by Council that comes up with shorter notice.

For our discussion, Tara reintroduced the topic of a racial equity lens.

She referenced three observations made by Jackson Droney and noted in the 2018 Congregational report. Our Vision—to grow a racially diverse congregation. The Synod—the 2016 memorial directive to have these conversations within our congregations. Disconnect—between our desires and our actions and decision making. These observations were stated to remind us of a few things as we consider embracing a racial equity lens in our budget process; the context of how we ended up here, the lens we're trying to form analysis with, and a practical exercise.

Appendix 1 of the 2018 annual report was distributed, as well as slides from the 2014 training with Race Forward. Conversation looked at missional values compared to operational values, and gaps seen.

Tara described at least five lenses we could practice seeing with—place based, racial equity, economic equity, unlikely relationships, and accessibility.

White supremacy works as “faster by yourself, don't tell anyone, and get overwhelmed.”

Pastor Karen distributed a document created over six months by staff called, “Luther Place Ministry Event Considerations”, shared as an articulated process we have a reference point.

The challenge is to turn off the automated decision-making process instincts, and remembering that process does count.

Before moving into the budget, we paused and were asked to record how we were feeling.

The fiscal year is the calendar year, and this adjusts some of the budget making dates typical of our process.

Congregational meeting will be pushed until January.

For the exercise of reviewing steps in the budget process, council was asked “where are there choice points?” and “where are the decisions in the process that carry the most impact?”, and “do you see a decision point that is not on here?”

Council was asked to select where our efforts are best spent in looking at a particular choice point, and prioritized the pre steps on both the ministry and revenue sides.

Closing Reflection/Prayer

Council recited the Lord's Prayer in closing.

The meeting was adjourned at 8:39 pm.

The next meeting is scheduled for at 6:30pm in the All Saints Room of Luther Place on November 21st, 2019.

Submitted by: Amanda Lindamood, Secretary, 2019-2020