



**Luther Place Congregational Council Meeting Minutes**  
**February 20<sup>th</sup>, 2020**  
**Luther Place, All Saints Room**

**Present:** Tara Hogan, Pastor Karen Brau, Amanda Lindamood, Einar Olsen, Caroline Eayrs, Kate Wulff, Doug Walter, Tom Randall, Joan Hay, Michael Wendt

**Apologies:** Cathi Jones, Jay Forth, Emma Northcott, Elizabeth Ellis, Joan Hay

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

**Agenda**

A motion was made Tara to approve the agenda for the February 20th meeting. The motion was passed by unanimous consent.

**Minutes**

It was communicated in advance that distributing and approving the January Minutes would be postponed until the March meeting.

**Congregational Meeting**

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

*This month, all committees were asked to provide solely written reports.*

A disclaimer was made that we would be using an adjusted meeting format, as shared prior. It was reiterated that this was a rather unique year for council, with a focus of slowing down, and a rocky and late start. For the remaining three meetings of this council term, there is a desire to build on recent momentum and integrate it, which has informed this agenda and the connections identified for the remaining roles of this council year.

Pastor's Report

Congregational priorities introduced in November were restated, and tied to leadership development and group discernment, faith formation and its importance, and Lent.

Those priorities included paying attention to dynamics of safety and hospitality, getting back to the regular work of council through managing ministry teams, shifting the work of the Long Range Planning team, and having a Leaders retreat.

Regarding hospitality, budget requests were submitted to seek a staff solution, in addition to the recruitment of more lay people and the addition of more structure and further research. Complexities are beginning to be unpacked and articulated.

Regarding Stewardship, it has been discerned that there is a need to link Membership, Engagement and Stewardship team designs and apply a lens of sufficiency, led by Pastor Karen.

Regarding teams of Community Care, Stephens Ministers continue to be well received, with needs to build off of that work and bring additional leadership. Property is working better due in large part to the leadership of Sarah Johnson, and the Long Range Planning Team is putting together a report for the March Council meeting before converting their workplan. Once that report is reviewed, it will need to be determined where those responsibilities become housed.

This is all a part of learning to be more communal in listening to God, and the practices that led us to retreat. The theme for Lent is Learning to Walk with God at Night, and the question for us is how do we create space in our daily lives and congregational life where God can connect with us?

### Devotion/Spiritual Practice

15 minutes were provided for this time for Council members to reflect independently in the sanctuary, using questions from the retreat and the congregational timeline as a guide.

### Leadership Retreat Debrief

Council was asked what was highlighted for them during the recent Leaders Retreat, and reflections were recorded by Tara on flipchart as she facilitated. Articulated trends included:

- Placement has to do with context clues, prior knowledge and familiarity/unfamiliarity
- Placement of who is narrating
- Pattern of behaviors
- Lack of formal roles
- Observations of safety/unsafety, urgency/lack of urgency
- Critical role of debriefing situations
- Multiple uses of spaces going on
- Observed disconnects between implied versus expressed responsibilities
- Misplaced uses of privilege
- Who is and is not interacting?
- Preparation and perception of situations and escalations
- Assigned meaning to chaos
- Question of who is setting norms
- Tension between comfort with chaos versus a sense of responsibility for addressing it
- Racial divide/equity dynamics—microaggressions and inconsistencies
- Presence of new people all the time
- New people in leadership roles
- Overparticipation that leads to burnout related to roles, alignment, and oversight
- Transitioning from new people to engaged people
- No clear entry points or exit points to relationships
- Dishonesty about time
- Onboarding and offboarding missing steps
- Difficulty with reflecting capacity accurately

- Lack of normed language and use of terms
- What was communicated vs. internalized vs. known vs. applied as a process?

There was a named goal of practicing the ability to look at layers of a situation, bridge vocabulary gaps, and leverage faith formation containers and liturgy.

### President's Report

For the final quarter of this Council term, our stated priorities include the following:

- 1) Worship and Building Safety
- 2) Annual Congregational Meeting Report
- 3) Nominations and Succession Planning
- 4) Congregational Retreat

The priority for the March Council Meeting is to have a focused conversation on safety and hospitality as we seek to create a layered response and environmental scan of complex dynamics and situations occurring.

### **Closing Reflection/Prayer**

The meeting was adjourned at 8:30 pm.

The next meeting is scheduled for at 6:30pm at the All Saints Room on March 19<sup>th</sup>, 2020.

*Submitted by: Amanda Lindamood, Secretary, 2019-2020*