

## Pastor Gretchen December Council Report

First and foremost I thank you for your support through prayers and homemade nourishment! I am at home recovering well. The pain has mostly subsided, just discomfort at this point.

A few updates: Coaching sessions with Ps. Blair are productive and insightful. I would like to follow his direction in providing a Church Council/Staff retreat for all outgoing and incoming leadership March 6-7th 2020. I have secured Ps. Blair's leadership for us throughout the retreat experience.

His fee is \$2000 plus mileage, motel, and meals. Friday, 6pm-8:45pm; Saturday, 8:30am-3:45pm. (He is comfortable going until 5:30pm, Saturday, if we are willing to go that long.)

Ps. Blair's words: Based on what I have learned about First LC, I would plan to cover some of the following topics: a) Leading Change; b) The Power of Compelling Vision; c) The Power of Motivation and Keeping the Big MO High; d) The Unique Roles of the Board in a Large Church; e) The Unique Roles of the Senior Pastor in a Large Church; f) Managing Conflict in the Church; g) Embracing Healthy Systems in the Local Church; h) Stewarding our Souls—The Spirituality of the Leader; i) The Critical Role of Core Values for the Board and Staff; j) Funding your Visions. I would also plan to build worship and soul-care into our retreat experience. I think we could do the retreat at church. I would encourage you to arrange for 2-3 folks to assist with hospitality, ambience, and serving meals so those on the retreat (yourself included) can enter fully into the retreat experience.

In response to the question of, "How to be a listening post?" Ps. Blair suggests this is one of your primary responsibilities as Church Council leaders. It is an effort of engaging in conversations with the congregants to keep the Sr. Pastor from being blown out of the water, which is to say...to ask congregants how they feel their needs are being met through the ministries of the church and what areas still need attention.

Goals regarding the office staff: Support of sr. pastor serving as chief of staff and to increase levels of trust and communication.

Ps. Blair has suggested all church leadership should read the book The 5 Dysfunctions of a Team by Patrick Lencioni. It's a fable that will help us identify with one another's humanity.

In process by the Personnel Committee is the updating of the HR Manual and the sabbatical policy. Once completed (hopefully by January) I would like the Church Council to walk through the updates together.

I have some good news to share that I have been accepted to the Blandin Community Leadership Program. The retreat is January 27th-31st, 2020. (I have asked Pastor Stan to be available for emergency pastoral coverage during this time period). The follow-up workshops are March 31, June 2, and July 28th, 2020.

Per recommendation from the Bishop, I have registered for the EQ-HR training

Emotional Intelligence 5-Day Workshop: Racine, WI February 17-21, 2020

\$199 ESCI 360 degree Assessment \$750 Tuition - 5-days  
\$500 Lodging/Meals (single)

\$1449 TOTAL Due upon receipt

EQ-HR Center (Center for Emotional Intelligence & Human Relations Skills) 300 S. Anderson St, #A-06  
Los Angeles, CA 90033

626-877-0559 [www.eqhr.org](http://www.eqhr.org)

The NWMN Synod has given me a scholarship totaling \$724.50.

I would like to make time to share a coffee or a meal with each Council member in the coming months. My hope is to hear what your hopes and dreams are for the future of First Lutheran and the role you wish to play. Please let me know what timing works for each of you so that we can make a plan. You can reach out to me via text/call 812-639-7816 or church e-mail. Thank you in advance for making time.