

## **Special Council Meeting**

**February 20, 5:30-8:30**

Meeting called to discuss changes seen at First Lutheran in church attendance, donations, volunteerism, etc.

Pastors Martha and Marcus were called to First Lutheran Church, being asked to give consideration to two main ideals put out by First Lutheran members. They were:

- Good Preaching
- Strong Youth/Family ministry

### **What questions/issues do we want addressed at this meeting?**

1. Clarity on what the Pastors can accomplish in their last few months here
2. Availability of service for the pastors once a Senior Pastor is called
3. Clarity about next steps (2<sup>nd</sup> pastor? Youth leader? Combining positions?)
4. Honest conversation about big picture – past, present, future
5. Clarity about programmatic implementation
6. Do what now? What later?

### **Assets (who we are, what we're doing)**

- Institutional
  - Spacious building
  - Music ministry
  - Stained glass windows
- Relational
  - Love Days Group
  - Thursday bible study
  - Bell Choir
  - Guardian Angel program
  - Confirmation small group leaders
  - Sunday School teachers
  - Women of the Word
  - First Lutheran reputation
- Spiritual
  - People are assets
  - Groups are assets
  - The Holy Spirit is moving here

- Individuals (Carolyn Sund, Carmen Jackson, Steve Hosch , Patti Steenbock, Vicki Hanneman, etc)

### **Where do we have clarity?**

- There is less participation now compared to previous years
- Many service activities at First Lutheran (still want the same ones going forward? More? Less?)

### **Lacking clarity:**

- Roles may be obscure (how do I ring the bell/usher, etc?)
- Hesitancy
- Ambivalence
- Confusion
- Disagreement
- Conflict

### **Who are we?**

- We are surviving
- We are united
- We believe the Word in worship
- We care for our youth

### **Change – Three Types**

- Episodic Change: events based on a single episode (change in pastors, change in members, etc)
- Incremental Change: slow but steady change over time
- Constants: things that don't change in our lifetimes

### **Changes we are seeing**

- Movement from mainline and institutional religious life
- Increase in communication/media
- Increase in alternative Sunday activities (both work and recreational)
- Increased time demands
- Decreased centrality of the church in community life
- More people with multiple jobs
- Changed understanding of “regular” church attendance
- Families having fewer children/more mobility
- Openness to change by observing elsewhere (ex, Sunday School changes)
- Fewer pastors available

## **The Dance**

Are we in-step with our members, our community, our culture?

We can be “reactive” by being in denial about the changes above) Or, we can be “responsive” and work with the changes we’re seeing

### **Take Aways (from first list above)**

1. Need to determine other things on the list before we can determine this one
2. We will need to discuss with new pastor, council. We will need a responsive transition
3. We need to look at whole picture, at this time of transition
4. Honest conversation took place, but we are not done. We need more time, more voices eventually
5. (I had to leave at this point in the discussion – if anyone has anything to add here please do)

Another meeting such as this one should be planned to continue this conversation.