



First Lutheran is a vibrant Christian Community **where faith and life** meet through **worship, learning** and **servicing** in Jesus' name.

Vision Team Meeting July 12, 2021 6:00 PM

In Attendance: Bruce Belseth, Dick Geiselhart, Pastor Kari, Lucas Kusters, Darla Harstad, Neal Larson, Pastor Greg, Jen Sundby, Del Mari Runck, Greg Tvrdik

Opening Devotions –

Lucas Kusters

Devo guidance - Where have you seen God in your life?

Reports

Secretary Report

From the May 10, 2021 VT meeting

Correction of the May 2021 minutes regarding the Lake Ida Cemetery.

Lake Ida Cemetery originated in 1872 and was acquired by FLC in the late 1960's under Pastor Westby not in 1872 as stated in the minutes.

Bruce (M) Neal (S) Carried

From June 14, 2021 VT Meeting

Minutes from the June 14, 2021 Vision Team Meeting were reviewed, and no corrections needed.

Bruce (M) Darla (S) Carried

Treasurer's Report – Del Mari / Greg T.

Year to date income \$588,048

Year to date expenses \$567,452

+/- Year to date +\$ 20,569

We are still performing well under our budgeted expenses YTD

Budgeted Expense: \$634,602 (-) Actual Expenses \$567,452 Under budget \$67,194

There has been of few unplanned expenses that were paid for in June. Bus repair of \$2100

Easter flowers were billed in June, we received the income (In/Out) in April

The new server was installed late June. We used some of the reinvest in ministry dollars from the 2020 surplus to pay for the new server.

Neal (M) Lucas (S) Carried

Visioning and Book Discussion 6:30 – 6:50 – Pastor Kari

1. Read Chapter 3 **Imagining A New Church** by Jeffrey Kjellberg
2. Book Reflection Questions (Chapter 3)
 - What challenged you in this chapter?
 - What spoke to you?

- Kjellberg writes: "As I mentioned in the previous chapter, every form of religious expression has claimed to be the one true faith - the one truth that is the holder of truth. But I want us to open ourselves up to a new possibility. We are living in a world of globalization -- of knowledge, faith, and culture."

3. Even in a small community like Alexandria this is becoming increasingly true. With that in mind, "What might we do to let this be seen as a gift instead of seeing it as a threat?"
 - We must recognize that there is culture and value that we have to take along with us on the journey and learn from the culture.
 - In the Alexandria area there is less exposure to cultural differences.
 - What are the expectations that we bring to church and our worship experience?
 - How do I do life in the ways I prefer but not have the need to project it as my opinion or the only way to do something. Why do we say we are welcoming but then have different expectations or mindsets?
 - It is so easy to spot the differences, what if we look for the similarities instead of the differences.
 - You assume the beliefs that you are raised in are correct. The bible is the bible, and you are not going to change what is said.

The idea of this one truth faith. Why not have guest speakers come in and talk about their faith and their religion. This does not mean that you must change, just listen and provide understanding. It is about learning respect of each other. Knowledge opens the doors to experiences. What about the people who have left the church? These people are another subset of our culture that is growing.

In Christ's love everyone is someone. The more closed on how big God is puts on unneeded limitations.

Next Month (August) Chapter 4

Staff Update – Pr. Kari/Greg T.

Sara Renney our Director of Communications and
Molly Comer Director of Congregational Life and Engagement

Sara Renney our Director of Communications has resigned her position to pursue an opportunity as the Communications Manager for Carver County in the Twin Cities, her last day at FLC will be July 15. Molly Comer who is our present Director of Congregational Life expressed interest in the communications position and having experience in communications through Habitat for Humanity. We have decided that Molly is a great candidate to fill Sara's position as the Director of Communications position making a lateral job change. This opens up the area of Congregational Life and Engagement. We feel best way forward to fill this position is a plan that divides the Congregational Life position into three part-time categories.

- 1.) Hospitality Coordinator 20 hours/week
- 2.) New Member Ministry Coordinator 10 hours/week
- 3.) Small Group Coordinator 10 hours/week.

We feel this is a strategic change for growth and stability, providing better clarity and utilization of this staff position.

The job description for Pastor Judy Holman who will be called Pastor of Congregational Care was reviewed. Judy begins on Monday, July 12.

Wedding Coordinator was hired in June. Her name is Monica Peterson she comes with experience in wedding planning and coordination. She is not a budgeted employee her payment comes from the wedding coordinator fee that the bride and groom pay to have a ceremony at FLC.

The Vision Team approves the job descriptions of the following with the addition of adding the number of hours per week on each description.

Pastor of Congregational Care
Small Group Ministry Coordinator
New Member Ministry Coordinator
Hospitality Coordinator
Del Mari (M) Darla (S) Approved

What about a formal evaluation process for staff? Have the intentional conversations and the opportunity to provide feedback.

Call Committee Update – Jen

Membership of the call committee has been unanimous approved by the Vision Team via email vote on Monday July 5th, 2021.

Members of the call committee are:

Amy Haack Co-Chair, Jim Haugen Co-Chair, Jerry Hansen, Michael Bouressa, Beth Melass, Jodie Gange, and Grace Evink (youth representative). The Vision Team point person for the Call Committee is Jen Sundby.

Having first Call Committee meeting on July 12, 2021

Jen Sundby will be the liaison between the Vision Team and Call Committee

Monthly update will be shared via the enews or as needed with the congregation.

What is the role of the alternate?

Keeping the group of 7

Keeping the group tight

Keeping the influence inside the group not having an 8th person having a voice without a vote.

Congregational Forums

- About 100 persons attended the three forums total
- People had very interesting and thoughtful questions.
- Supported and relieved by of the succession plan for Pastor Greg's retirement that was presented at the forums.

Membership Transfers – Pr. Greg

Clarifying questions/information as our membership grows from other area congregations.

Next Meeting – August 12, 2021 at 6:00 PM – Darla Devotions

Minutes recorded by:

Greg Tvrdik

Director of Church Administration

*reminder VT minutes are posted on the website. Go to the bottom of the webpage.

www.firstlutheranalexandria.com They will be posted after they are approved at the VT Meeting causing a month delay.