

# Leadership Retreat Notes

St. Luke Slinger - November 18, 2017

## ***Connect: Celebrate/Goals***

- **MET** The purpose of the team is to build St. Luke's "resume". The information will be shared and published via the ELCA in order to attract the best candidate to fill St. Luke's pastoral vacancy. (Roger VanRyzin)

In surveying the community, it was learned the St. Luke community has challenges with poverty despite the general prosperity of the community. There are mental health concerns (primarily of students), including suicide, drug abuse and social media misuse. We are a racially non-diverse community; our diversity is mostly financially based. (Beth Johnson)

The written surveys completed by the congregation were generally very positive. Participants indicated a satisfaction with St. Luke's engaging personality and wished for it to continue. There is concern around volunteerism and there is a general anxiousness around our present circumstances. There is a strong sense that WE are the church, and that a pastor does not/should not define St. Luke. (Lori Pedrick)

The missions of St. Luke occur within and without our walls. We contribute to local concerns, as well as to national and global concerns. The degree of outreach is illustrated with charts and graphs displayed in the Gathering Area. The charts indicate money only. There is a tremendous amount of time also contributed by the congregation, but that is currently not measured. We are a very generous congregation that only needs to be asked to help and will joyfully respond, as The Bunk Bed Project illustrated. 15% of the overall budget goes to benevolence, and has increased by \$10,000 since 2015. (Sue Heidtke)

Both the Strategic Plan and the Mission Statement of St. Luke are good and applicable to St. Luke today. The strategic plan may need a little tweaking in the future. The mission site profile requires us (via the MET) to answer the questions: 1) Who are we? and 2) What is God calling us to do now and in the future? (Pr. Steve)

- **Altar Prep and Bread Ministry** We now have a Bread Ministry, which bakes fresh bread in place of the wafers for communion. They are working through some issues, such as piece size, etc and are always interested in feedback. (Bonnie Fischer, Lori Pedrick)
- **Sunday School** 70-75 kids enrolled. Co- coordinators this year help alleviate pressure on a sole coordinator and on Marie. New curriculum this year. Parents aren't helping even if asked. (Marie)
- **Discipleship Academy** 45-50 sixth, seventh, eighth graders. Marie is working on some changes that she hopes to roll out soon, on which she has received some negative and some helpful feedback. The change will include 2 years spent mostly on fellowship

among Middle Schoolers, and a third year of intense confirmation study and mentorship, be open to any age. (Marie)

- **High School** 20-25 kids are currently participating. There are currently 14 kids committed to the upcoming youth gathering in Houston. (Marie)
- **Community Engagement** Marie is an asset not only to the church, but to the community. She is fully engaged in the community and is recognized by many outside of St. Luke. Her work may not always result in higher church attendance by our youth, but she provides youth a feeling of connection to St. Luke and provides a St. Luke presence in the community throughout the week. (Beth Johnson, various)

Many new families have come to membership through their initial contact in SS and DA. Five families have shown interest in membership this past month. These are the result of referrals from members, inviting people to participate in SS, DA, etc. (Shelly)

Follow the Spirit's prompting to engage people, both inside and outside our walls. If something is nudging you, for example to reach out to someone you haven't seen in a while, consider that it may be the Holy Spirit. (Pr. Steve)

- **Community Concerns** Breaking the Chains is a new ministry that will replace the loss of the Agape ministry. (Agape has changed leadership/ownership) This ministry reaches out to inmates in men's prisons as they near their release dates in an effort to connect them to a church. Experience has shown that those with a connection to a church are less likely to become reincarcerated. In addition to financial support from St. Luke, Jim Starzman is currently training to become a volunteer who meets and prays with these inmates. Bill Roots has been very involved in bringing this ministry to St. Luke's attention. Pr. Mark Thompson is a part of this ministry and will share with us at 12/14 worship.

Exploit No More is a fairly recent addition to the ministry of St. Luke. It concerns human trafficking. A forum will be presented at St. Luke in the future.

In addition to continuing current ministries, they are always looking for new opportunities to impact the community. (Sue Heidtke, Karen Berg)

- **Women's Bible Study** Two additional groups have begun to meet this fall, resulting in 3 groups meeting at different days and times. In the past, demand for studies (including from women outside the congregation) was limited by the availability of space to accommodate it. (Cherie Callies)
- **Men's Bible Study** Continuing the No Regrets study with a faithful group of men. Study bibles were recently purchased. (Jim Starzman)
- **Fellowship Team** This team is going through a transition and redesign under the leadership of Laura Duchelle. Many of the past members have recently decided to step down after the Vendor & Bake Sale. (Chris Ojstrsek, Laura Duchelle)
- **Discipleship** The fall Financial stewardship drive is wrapping up, A Serving Stewardship drive will be done again in the Spring. Legacy giving is a new stewardship opportunity being developed and will be launched in 2018. (Dave Wiese)

- **Forever Young** Open to all ages. Focus is on social events as well as their service of putting up/taking down the Christmas tree in the sanctuary. They have also reached out to Redeemer's senior group, visiting them at their recent event. They hope to host Redeemer's seniors at an upcoming Forever Young event (Mary Starzman)
- **Crossroads Music Fest** Recently had a meeting to wrap up this year's event and also a meeting to discuss the future of the fest. Although the first year's fest was held as a fund raiser to jump start Crossroads Worship, this is now an outreach event. Work has been done on choosing next year's date, and refining mission and goals. They are continuing to work on identifying/addressing concerns. (Heather Cummins)
- **Crossroads Worship** This has become an inside- and outside-of-St. Luke ministry. In addition to late service worship at 2<sup>nd</sup> and 4<sup>th</sup> Sundays, they have helped with worship at other churches (both collectively as a band and individually as singers and musicians). They also performed at the Music Fest for the first time. Their goal is to be able to minister for all services, no matter the occasion or event that may fall on the 2<sup>nd</sup> or 4<sup>th</sup> Sunday. This year they will serve at the 3:00 Christmas Eve Service. This group is a dedicated and very hard-working team. (Marcia Earl)
- **Music & Worship** There is an interest in extending Wednesday night worship beyond Lent. The Lenten Holden prayer services are very non-traditional and well attended. It's hoped we could continue this by offering something with a non-traditional feel, perhaps outdoors or in the community. (Marie, Steve Monsen)

The Music & Worship team oversees the components of worship. Its goal is to have people feel welcome at worship and communion, to offer a time and place to sense God's presence, to obtain edification and have the experience extend beyond the worship hour. (Roger Koester)

- **Scrip Team** Currently working on providing funding for Hearing Assist technology for the Sanctuary. In the 10ish years the team has existed there has been a healthy transition of people serving on the team. Over the life of the team \$30,000 has been added to St. Luke's budget and distributed to various needs of the congregation. In addition, 10-15% of the money raised is distributed to concerns outside the walls of St. Luke. (Carolyn Byrd)
- **Personnel Team** Job descriptions of all staff will be completed by end of 2017. This should greatly help the incoming Pastor, staff and congregation understand what we have and do not have to work with. The position of Communications Coordinator has been recently added to staff and is filled by Stephanie Bill. This has been a great help in alleviating the work load of Michelle and Shelly. The team will work on infrastructure to help St. Luke transition from a pastor- centered structure to a program-centered church.