

LCGS Vision Council Fall Forum

October 9, 2022 10:45am

(approx. 31 members present)

Special (unrelated) Announcement: The Vision Council is in discussions with Voyaguers Lutheran Ministry regarding leasing of space within LCGS. We are in the process of defining the terms of that arrangement and will be bringing the agreement forward to the congregation during a special congregational meeting on October 30th, immediately following 9:30 worship.

Goal of Forum: To obtain feedback from the congregation on the recommendations.

Kim Kroll reviewed the process that brought us to this point using [LCGS Recommendation Forums](#) presentation.

What are your thoughts on:

Staffing

Worship

Youth Involvement

Social Justice

Reaching the Community

Member: What is the recommendation on staffing?

- Referred to 3.7.1
- Recommendation does not refer to part-time positions, including custodial.

Member:

- New job descriptions will need to be well-defined and clear. Focus should be on what is important and realistic in order to keep quality.
- This demands conversation and possibly trial and error.
- We need to budget for pay that is “in line” with the expectations, especially in Katie’s position.

Member (Resource Dev and HR member):

- Pr. Dave has spent a LOT of time thinking through this transition. HR has had multiple meetings with Pr. Dave about redefining his job description.
- On Monday HR will meet with Katie to get her feedback.

Member:

- Thinks going to one pastor too quickly could be a mistake; member looks more positively on the future.

- Climate change, “climate emigration to the north”, and water availability could affect our population.
- Moving to one pastor is not a simple decision. Member worries about reducing to one pastor might be regretted.

Member:

- We have an amazing office staff.
- Can we streamline all of the tasks/requests that Christine gets to make it easier for all? (For example, can we contact Pr. Dave directly instead of going through Christine?)

Member:

- Change is constant and inevitable. We need to be upfront about different types of worship.
- LCGS needs to be a learning organization. The “old farts” in the room can have a hard time doing that. We need to look at doing things differently in order to bring this forward to a new generation.

Member:

- Appreciates the discussion on staff and salaries. Would like to see this in the first category instead of the second.
- Would like to see 3.4.5 (“Start the process of becoming a Reconciling in Christ - RIC Congregation) moved up to the first category bucket for the sake of the growth and development of our church in all categories.
- Feels there would be many lay leaders in the congregation willing to take on this process.

Member:

- Some people looking for a church will not even consider a church that is not an RIC church.

Member:

- Perhaps it would help to push out more information about becoming an RIC Church to the congregation

Member (VC member)

- Clarified the only reason RIC is in the last bucket is due to the amount of resources it may take to research. Lay leaders could take this on at any time and go with it. We are currently working on a more inclusive welcome statement.

Member (VC Member):

- Reminder that this information was collected during a pandemic. Our purpose today is not limited to conversation around these recommendations. The VC is open to hearing any concerns or ideas.

Member:

- Appreciative that one of the recommendations includes surveys more often (3.4.12)

Member:

- Reaching Out Leadership Team (ROLT) is starting discussions on social justice.
- First Lutheran and Gloria Day have reached out to us to collaborate on social justice issues.

Member:

- Keep the information gathering personal (online and paper not always effective). Conversation is essential.

Member:

- Keep our focus on reaching out and surveying the people not attending church. We can't let it be only about us in the gathering of information.

Member:

- Programming of youth is critical and needs to remain a high priority. Sometimes it is the kids who want to be involved. The foundation and connections that we can create is immeasurable.
- Our role as a church is to foster/develop a deep relationship in faith.

Member:

- Support of moving RIC recommendation up on the priority list. The recommendation is to START the process. There is a lot of cross-over across the five categories. Not sure if there is a budget involvement, so that would not be a hindrance.

Pr. Dave:

- At a recent synod-wide conference, Pr. Dave learned that of the 130 congregations in the synod, 3 are currently RIC congregations. There is not a budget consideration, it is a mission-driven process.
- The 3 congregations said it was about a 10-year process.

Member:

- Do we want to combine social justice and RIC efforts?

Member:

- On 3.2.4 (limiting service to 1 hour), member doesn't want to see a hard stop to hearing God's word (i.e. baptism). Member hopes people can be comfortable enough to walk out when they need to.

Member:

- Worship sometimes has to be active as well as passive, like changing from teacher lecture model to hands-on.

Member:

- Member has visited many churches and arrived back here at LCGS. We need to continue exploring how to engage people.

Member:

- In support of more small groups, more conversation (one of the successes of the Vineyard Church.) Building relationships is key.
- Supports building the Reaching Out with social justice and suggests we could tap into synod resources around social justice and immigration issues.
- (Serves on Endowment Board) We reach out to many community organizations with Endowment funding (gave example of First Witness).

Member:

- Joyful Noise used to introduce songs to the congregation with what the meaning was behind the lyrics. Perhaps a short introduction/description to contemporary music would help bridge gaps that may exist. This could also go the other way, with short introductions to traditional songs.

Member (of LCGS for 49 years!):

- (“Wasn’t going to speak...but is so moved by what is being said...”)
- “Thank you for the positive things I am hearing. There always has to be change. Without change we will not continue to exist and grow. We MUST be part of the change regarding RIC and social justice. That is how LCGS has continued to exist.”
- “Thank GOD you’re talking about change.”

Member:

- The body of contemporary music has roots in traditional music. Finding the connection between contemporary music and traditional music is powerful.