

**SS PETER & PAUL LUTHERAN  
EXECUTIVE BOARD MINUTES  
Thursday, December 18, 2014 10:00 a.m.**

The meeting began at 10:05 a.m. with prayer by Pastor Gehrke. Present: Pastor Gehrke, Pastor Weber, Janet Turpening, Warren Weingarten, Jim Hewett, and Jean Pemberton

I. Pastor Gehrke distributed a handout, which recapped the “Structure Your Church for Mission” workshop that took place on Saturday, December 6, 2014. It stated the goal of the workshop, which was to provide an opportunity to fully consider church structure. It was a learning experience to clarify decisions and empower the leadership and management of our congregation. Participants were seated in teams and responded to the day’s activities with observations and recommendations. The comments from the eight groups were recapped, all which pointed to the need for a change in how our church is organized for the Lord’s service.

It also included the Consultant’s themes of table teams’ observations and recommendations. He recapped the participants’ comments and concluded with his own observation of what he saw at SS Peter & Paul that day. He recognized the Spirit-led leadership in our congregation and feels we appear to be ready to successfully move toward an aligned structure. The shift from an operational focus to a governance focus will require serious change in behavior and a re-visioning process. Core leadership will need to act consistently, dramatically, and repetitively in line with the philosophy and reality of an aligned congregation. He ended with a quote from Hebrews 12:1-2.

Discussion took place regarding the handout’s comments.

II. Kurt Bickel’s Proposal for a Consultation & Planning Process:

Note: The workshop on December 6 was to lay groundwork and a feel for where our congregation is at right now. It was not intended to lay out a definite plan at that time.

After discussion as to the pro’s and cons of hiring a professional consultant for the restructuring process, Warren Weingarten, seconded by Janet Turpening, moved to authorize Pastor Gehrke to hire Kurt Bickel to serve in this capacity. Process estimated to be 4 days at \$1,000/day for a total of \$4,000 plus expenses. Expenses include travel and printing. The consultation could be 2-3 trips and 1-2 web meetings. A cancellation fee of \$500 will be assessed if within a month of the reserved date. No fee for a postponement. We may choose to discontinue the process at any time. Motion carried unanimously. He will contact Kurt Bickel as to dates available for the next step in the process.

It was also decided that a Special Council Meeting be called on Monday, December 22, to authorize the proposed expenditure, as time is an element. Janet will contact Council members to find out how many would be available for a short 5:30 or 6:00 p.m. meeting. It was determined that Pastor Gehrke would be the person to put together a design team.

Meeting adjourned at 11:08 a.m. with prayer by Pastor Weber.

Respectfully submitted,

Jean Pemberton  
Council Secretary