

**SS PETER & PAUL LUTHERAN  
EXECUTIVE COMMITTEE MEETING  
Monday, October 6, 2014**

Present: Pastor Gehrke, Pastor Weber, Janet Turpening, Warren Weingarten, Jim Hewett, & Jean Pemberton

The meeting began at 10:00 a.m. with a conference call with co-author Kurt Bickel of “Structure Your Church for Mission.” After introducing ourselves, Pastor Gehrke explained the need for an outside voice and guidance in our effort to restructure the way we operate at SS Peter & Paul. He gave the background to where we are at now, including the Special Voters’ meeting on October 5. Pastor Weber told of the transition in roles between Pastor Gehrke and himself that took effect on July 1, 2014. In general, the call went as follows:

KB: Constitution change?

AG: No ready. Governance and structure first.

KB: Work within Constitution Focus Groups. Bring to voters.

AG: How much structure change needed before working on Constitution?

KB: Policy outlines:

Current Council out of it. Governance & Operations Boards are both handled by the Lead Pastor, who coordinates them. Need to look 10-15 years ahead.

Vision must be clear. Voters have the final authority.

LCMS Elders – take on more as an extension of pastoral duties. Their current oversight goes away as the Pastor takes on his role.

AG: Our Elders do more spiritual care.

KB: Everything in the church is spiritual. Make an intentional transition of operations groups using people who know what they’re doing.

AG: “Alive in Christ: Worship, Groups, Worship” – best way to handle this?

KB: Focus on the outcome. Operations groups must care about all 3 areas.

Ask what groups are necessary? How to get things done? Have action plans which focus on all 3 areas.

A rigid board policy allows for flexibility. Recruit the right people.

Need a “charter” for each group to operate well. Pastor is responsible.

He will send a checklist for a Board Policy Manual.

JT: In current Board settings, their members often do not understand or are not serious about what their Board should be doing; its responsibilities.

KB: Need people who are interested in their area; plan ahead.

AG: How big should the Governance Board be?

KB: Not more than 10. Chair changes—just member of the Board. The whole Board speaks for the Board. Most important thought: Advance Kingdom of God.

AG: Is what we’re doing okay?

KB: Yes. Communication with the congregation at every step of the way is important. New Operations Board needs members who take their role seriously; could make changes for 18 months even. Governance Board is more rigid.

By-laws & Constitution – clarify that the Pastor is in charge of all ministries. The Board sets the vision and the Pastor carries it out. Both documents – leaner is better.

JT: May we call him again? We're willing to pay a counseling fee as noted on their website.

KB: Yes, we may. Consult via phone at key junctures.

DW: Do a consult visit to SS Peter & Paul?

KB: Yes. Open dates available in latter part of November and early December.

Call ended at 10:55 a.m.

Discussion after the call noted the importance of having Kurt Bickel here, not only to meet with the Executive Board, but try to find a way for members to meet him, too. We briefly reviewed the "Moving Forward" handout, which was based on Page 86ff of the "Structure Your Church for Mission" book.

Next meeting: Phase 3 Monday, 10-20-14 10:00 a.m.

Jean Pemberton  
Council Secretary