

Welcome!

Redeemer Lutheran Church

Council Orientation

August 8, 2011

Orientation Focus

- Who are we?
 - Organization
 - Membership and Called Staff
 - Council
- What is our role?
- What conversations, efforts and decisions will we need to make this year to ensure we are a vibrant church?

Who Are We: **Organization**

Redeemer Lutheran Mission

“As Christians based on the solid foundation of God’s Word, empowered by the Holy Spirit, we strive to live out, lift up and share our faith in Jesus Christ – welcoming all into our family of believers.”

Who Are We: **Organization**

Our Core Values

- Giving thanks to God
- Growing in faith
- Living out and lifting up the Gospel
- Serving one another
- Welcoming all

Who Are We: **Organization**

Council Use of Mission/Core Values

- Open the meeting with a reminder of the mission statement & core values
- Keep it visible: use it on agendas, presentations, etc.
- Use it as a guide to making decisions
 - How does our mission statement support this decision?
 - Is it consistent with our core values?
 - Does this decision fit with our mission statement? With our core values?

Who Are We: **Organization**

Constitution and By-Laws

- A tool for all levels of leaders of our congregation
- Guides all activities of Redeemer Lutheran Church
- Available in the Church Office
- Currently being reviewed for revision. Feedback welcome and will be asked for periodically.

Who Are We: Membership

Mission 2012 Update: Key Findings

- Positives:
 - Redeemer has been steady (and increasing) membership

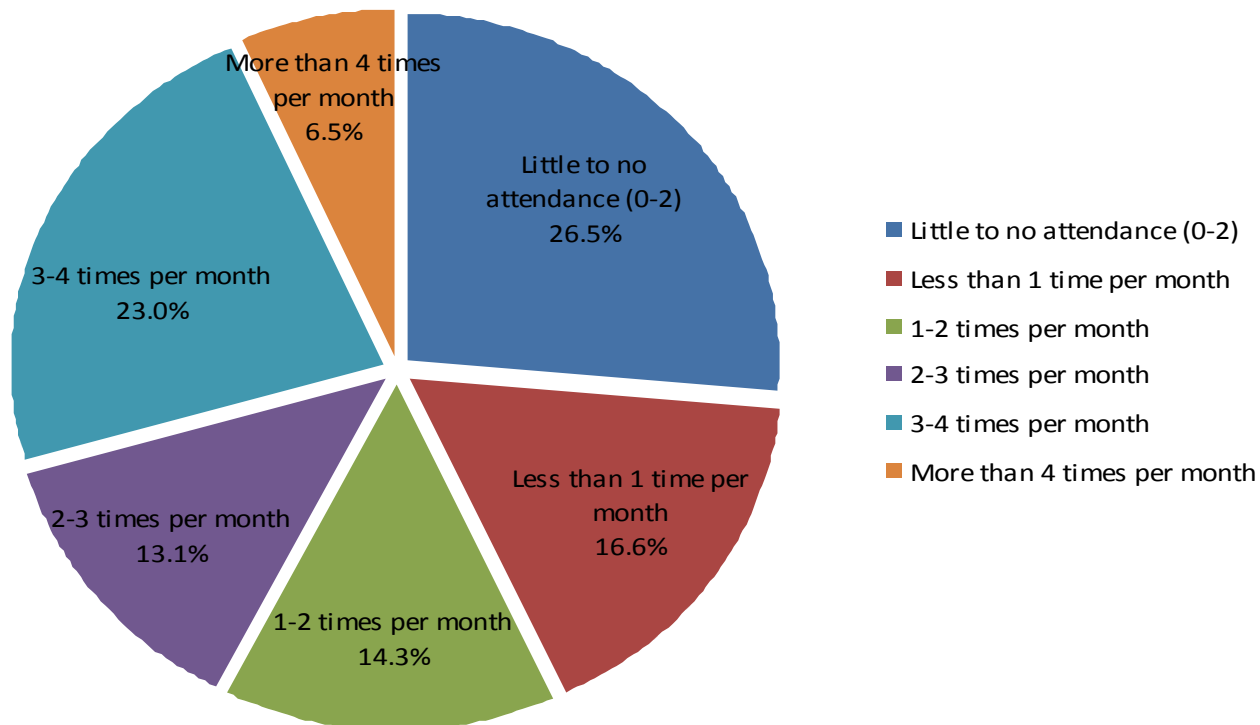
Membership by Year



Who Are We: Membership

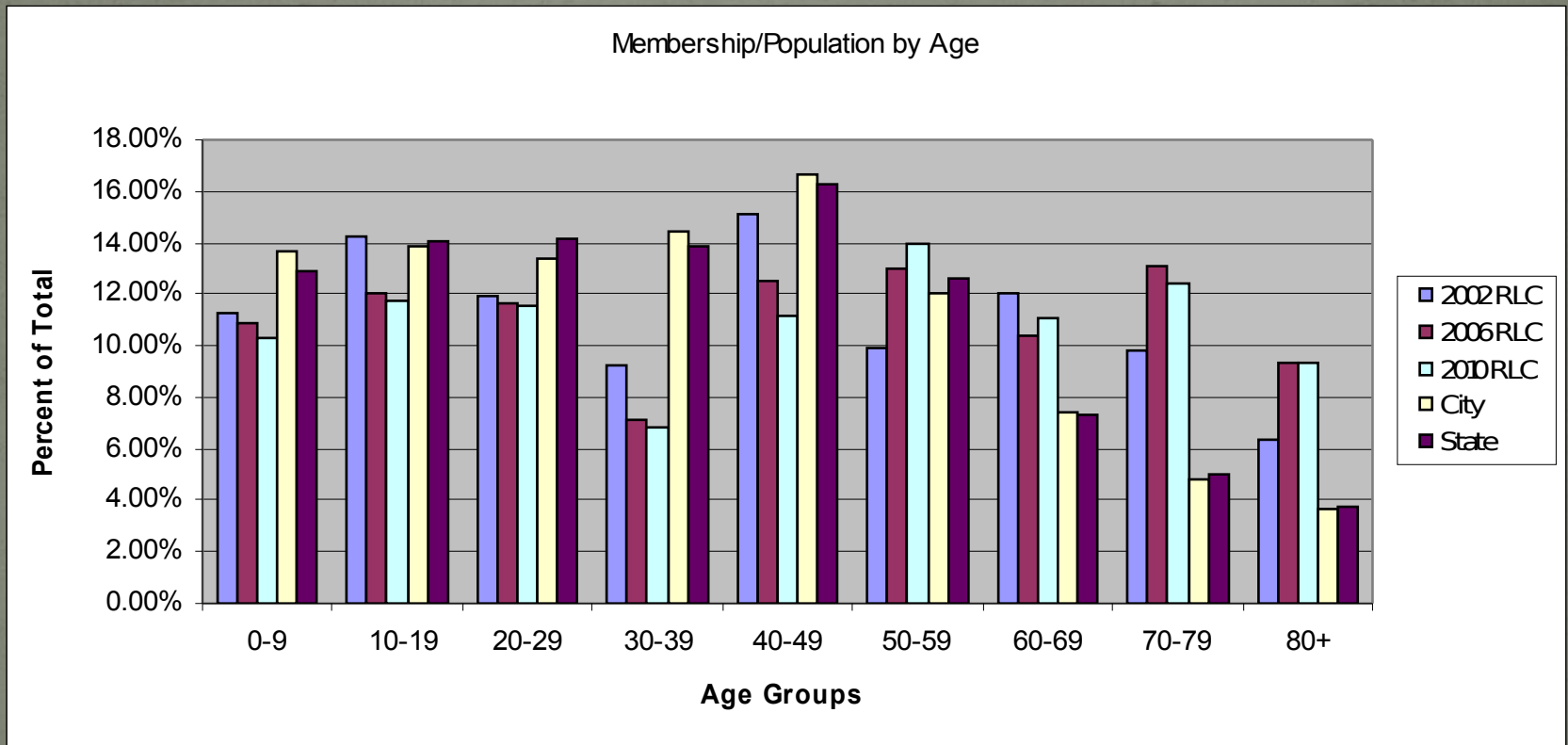
Mission 2012 Update: Key Findings

2010 Attendance Groups



Who Are We: Membership

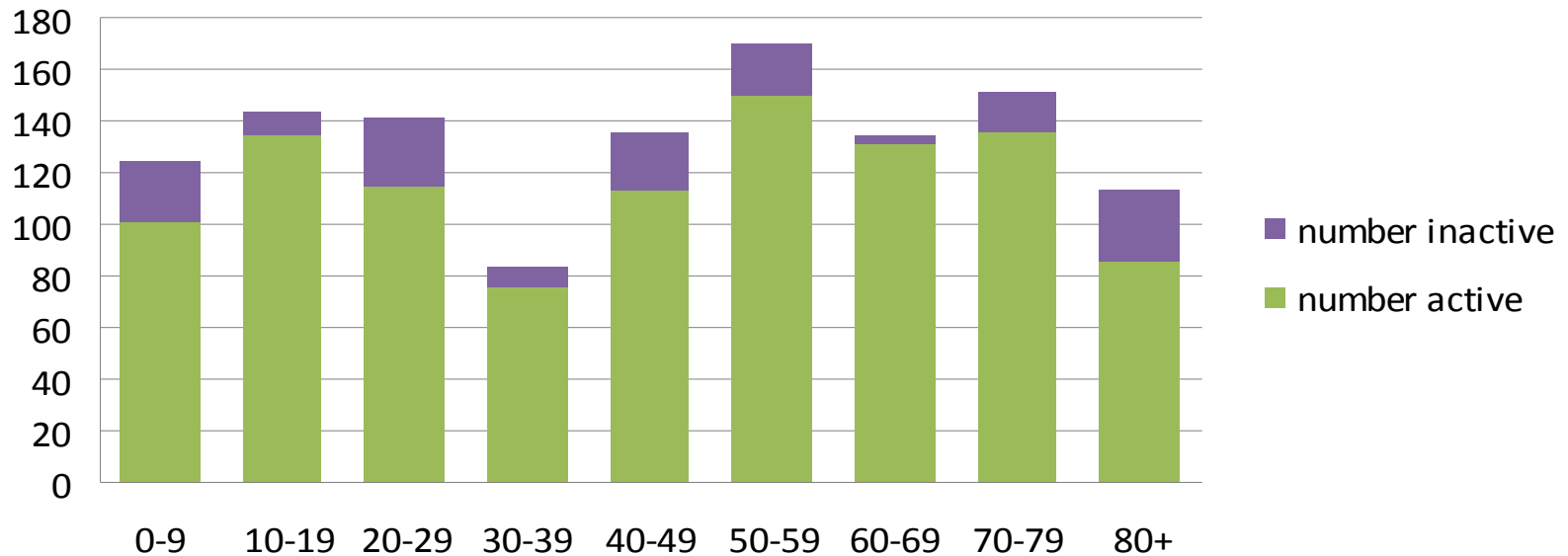
Mission 2012 Update: Key Findings



Who Are We: Membership

Mission 2012 Update: Key Findings

2010 Member Activity by Age Group

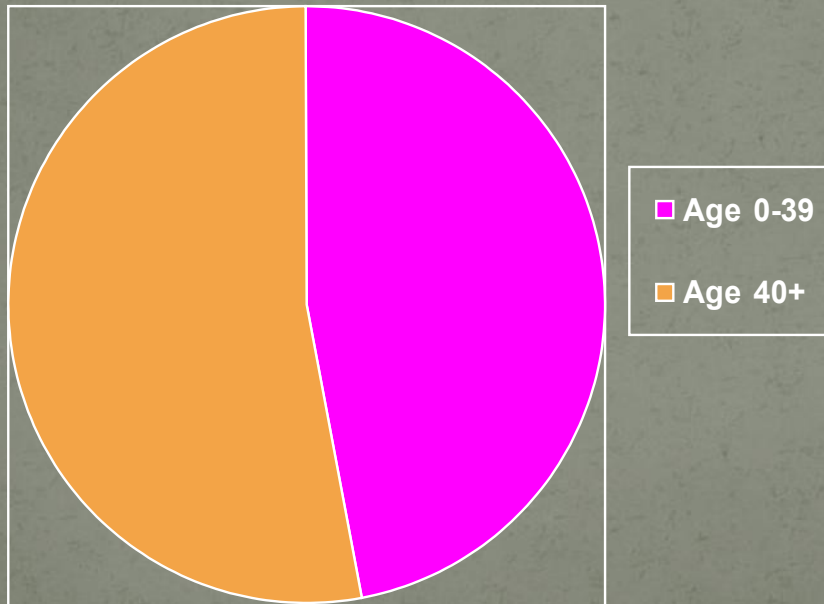


Who Are We: Membership

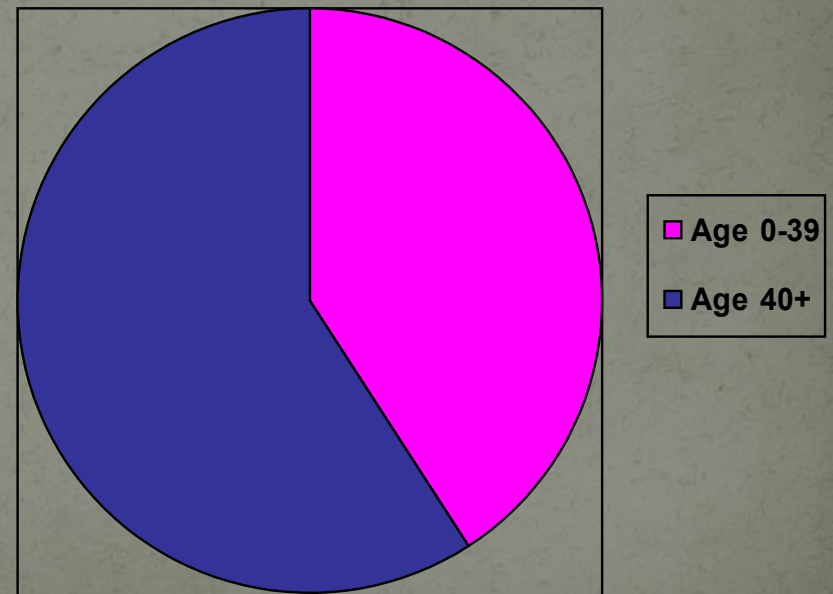
Mission 2012 Update: Key Findings

Membership is aging

2002 Membership By Age



2010 Membership By Age



Who Are We: **Membership**

Called Staff

- Pastor Jim – Administrative Pastor
- Pastor Rance - Associate Pastor (until August 30, 2011)
- Michael Harvey – Director of Christian Education
- April Beckman – Director of Parish Music

They All Have Jobs But They Can't Do It All
That's Where We Come In...

Who Are We: Church Council

Purpose

- Focus: provide direction for Redeemer Lutheran without getting tied down into details.

How? We make visionary and strategic recommendations to the Congregational Assembly and approve/revise/implement appropriate policies.

- Strategy: ensure ongoing financial resources to support the organization – staffing, mission-related programs, etc.

How? We review and approve a general budget to advance for congregational approval of the various ministries the church operates.

- Service: support Boards and Committees as they implement vision and strategies

How? We engage in meaningful dialogue and provide the necessary guidance, resources and support in the process.

Who Are We: Church Council

Elected Officers

- President – Jessica Ihrke
- Vice-president – Larry Stoen
- Secretary – Beth Mundell
- Treasurer – Tom Burton
- Financial Secretaries – Gloria Poch/Lois Luth
- Boards (Chairpersons)

Who Are We: **Church Council**

Boards/Cabinets

- Elders
- Education
- Stewardship
- Trustees
- Family Life
- Church Growth
- Youth Ministry
- Health Cabinet
- Human Concerns
- Fund Development
- Many, many more Committees and Boards

Our Role: Church Council

Expectations

- Attend monthly meetings
- Submit monthly summaries of respected boards in advance
- Actively participate in Council discussions/decision-making
- Participate as a voting member on all Council matters
- Prepare and submit written report for Congregational Assembly Meetings
- Attend Congregational Meetings, present report and answer any questions
- Bring relevant Council information back to respective Board
- **Enthusiasm!** Eager to learn, be a team player and energetic in service.

Our Role: Church Council

Logistics

- Meets monthly (2nd Tuesday of each month @ 8:00p.m.)
- Five members must be present to constitute a quorum
- Prepares the annual budget for presentation to the congregational assembly
- Reviews reports of the staff
- Enable the various offices, boards and committees of Redeemer to perform their duties and missions

Our Role: Church Council

Meeting Process/Structure

- Agenda sent ahead of time (submit member's email addresses).
- Review and approve prior council minutes.
- Standing agenda items:
 - Opening Devotion (sign up tonight!)
 - Old Business
 - New Business
 - Board & Staff Reports/Discussion
 - Treasurer report
 - Boards bring their ideas and visions to the council for feedback and approval as needed.
 - Boards submit reports /updates of activity electronically or written

Our Role: Church Council

Meeting Process/Structure

- Minutes taken and typed by the secretary.
- Sent to President, Vice-President and Admin Pastor for edits.
- Board reports added to minutes.
- Final draft sent to Council members, church office and Jim W. for posting on the website (deadline for monthly newsletter is the 3rd Weds of the month).
- The following month: Allow for questions/comments on boards electronically submitted reports before previous month's minutes are approved.

Our Role: Church Council

Congregational Assemblies

- Once in January
 - Annual Meeting
 - Adopt a budget and propose a program for the year
- Once in May
 - Election of officers
 - A report and evaluation meeting
- Special Meetings
 - Called by the president of the congregation
- Order of business normally comes thru the council

Our Role: Church Council

2011-2012 Goals and Projects

- Ensure an effective transition and selection process of a **new associate pastor**.
- **Mission 2012:** By January 2012, we will have all of our membership actively participating in Redeemer's mission. What's next?
- **Joy in Serving** - empowering all members of Redeemer to effectively utilize their God-given strengths to advance our mission.
- Review and update **Constitution and Bylaws**.
- Guide and provide feedback for implementing Redeemer's **Safe Church Policy**.

Chairperson Responsibilities

- Setting Meeting dates
- Set the agenda
 - Devotion and Prayer
 - Old Business
 - New Business
 - Routine Reports
- Conduct the Meetings
 - Determine approval process
 - Board has the authority, is Council approval needed?
 - Do You Need Congregational Assembly Approval
- Determine the Board's Budget (for approval at Annual meeting)
- Approve monthly expenditures
- Serves as a member of the Church Council
 - Prepares a written report of the Boards activities for Council Meetings
 - Prepares a written summary for Congregational Assembly meetings

Board/Committee Member Responsibilities

- Joyfully serve
- Attend necessary meetings
- Notify Chair of absence
- Actively participate in the work and meetings of the board

Questions

Discussion

Suggestions