

Leadership Retreat May 30, 2020

Leaders from the UPG and St. John's Windish Lutheran Church

Example of a way to move forward to outline steps to be taken to arrive at congregational vote to consolidate and form a new Lutheran Church.

This list is not exhaustive and can certainly be added to, deleted from, and modified to fit our needs.

- I. Develop a transitional council
 - a. Would be comprised of four members from each community of faith
 - b. One member of each community of faith would be a member of their respective congregational council
 - c. Tap members based on skills and gifts needed
 - d. Both pastors are members of the TC
- II. Task the Transitional Council with the following activities
 - a. Establish small working groups for each area of need recognizing that not all small working groups will be working at the same time
 - b. Task each small group with their mission
 - i. Mission statement and vision
 1. Looks at our mission statement and visioning who we are as a community of faith
 2. Core values
 3. What sets us apart from other communities of faith
 4. Establishing ways to work with other communities of faith
 - ii. Financial needs and budgets
 1. Propose budget based on staffing and ministry needs of new community of faith
 2. Develop process for combining financial assets of current communities of faith
 3. Develop guidelines for restricted funds
 - iii. Staffing needs
 1. Develop guidelines and job descriptions for each needed position
 2. Determine staffing levels for rostered leaders and lay leaders
 - iv. Worship
 1. Develop guidelines for worship including weekly services, special services including funerals, marriages
 2. Develop ideas for using the current buildings for worship
 3. Develop a combined worship plan to rotate use of existing buildings
 4. Develop ideas for future needs for worship spaces
 - v. Ministries
 1. Assess current ministries offered by all three communities of faith
 2. Develop list of desired ministries as we move forward

3. Vision for future ministry ideas and needs
4. Subgroups for ministry could include Christian education, youth, older adults
- vi. Constitution
 1. Review the current constitutions and by laws of the three communities of faith
 2. Review the current ELCA model constitution
 3. Develop a proposed constitution for the new community of faith
- vii. Communication
 1. Develop a plan and methods for communicating to all interested parties during this transition phase
 2. Develop process for congregational voting on the consolidation
- viii. Naming the new congregation
 1. Develop a name for the new community of faith
 2. Develop a logo for the new community of faith
- ix. Building
 1. Develop appraisals for three current buildings
 2. Look for a new location and building for the consolidated community of faith
- c. Receive regular reports from small working groups and coordinate information sharing
- d. Report back to current congregational councils
- e. Develop a timeline for small groups to present their finished work
- f. Develop a timeline to congregational votes, synod council approvals
- g. Determine attorney and/or legal firm to proceed with the state legal process once consolidation is officially approved by all congregations
- h. Develop method for making the transition from the transitional council to the congregational council of the new community of faith