

Pastoral Report to Council/Congregation (June 10-July 8, 2023)

The months of June and part of July, thus far This is a complicated time at First Lutheran.

Pastoral goals for Joan and John Beck (June – thru early July)

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| 1. <i>Be responsive and on-site for Wed/Sun schedule, plus meetings, emergencies and care visits</i> | goals identified at retreat with Bishop's Associate Melissa Reed |
| 2. <i>Continue to encourage trust-building processes</i> | 5. <i>Plan with Council next steps administratively</i> |
| 3. <i>Facilitate small group gatherings (completed)</i> | 6. <i>Lead education ministry (completed)</i> |
| 4. <i>Plan with Council next steps for healing based on</i> | 7. <i>Lead congregation learning events (completed)</i> |

Our activity viewed through goals:

1. GOAL: Be on site for Wed/Sun schedule, meetings, worship planning, plus care visits

Our presence on Wednesdays is always packed with conversations, meetings, side-bars, zoom repairs, home visits, and crisis interventions.

2. GOAL: Introduce trust-building processes

Trust has now been discussed by the Council, the Transition Team, and the Call Committee. These become venues to practice trust-building. The June 24 congregational gathering demonstrated increased trust. We have introduced the idea that someone may believe they are just sharing their opinions, but actually are moving to verbal violence. Helping people talk about these patterns also gives trust a greater chance. We want to help people move from blaming to a greater awareness and curiosity, not just in connection with pastors' behavior but in general with each other.

3. GOAL: Facilitate small group gatherings

This goal has been taken as far as it can be during this transition.

4. GOAL: Plan with council the next steps for healing based on goals identified with Pastor Melissa

The Congregation Council goals give four specific areas for identified work and these are the highest priority. Each goal will have specific next steps for tracking progress and accountability.

5. GOAL: Plan with council next necessary administrative steps

Pastors Joan and John have listed several specifics for the last several months.

- Keep God at the center as we claim and engage with our mission (Purpose) – through scripture in our meetings and Sunday worship.
- Develop a clear plan for our course forward (Goals) – we have identified 4 key goals at our retreat.
- Regularly evaluate and make course corrections (Ministry review) – we plan to do this in late July or early August.
- Develop review processes for our ministry and staff (Staff reviews) – once the personnel committee approved and formed we will begin these conversations.
- Implement communication protocols and expectations (Communication guidelines) – we seek to embed this approach into all gatherings in creative and new ways. We need to encourage any group that meets to briefly go over the RESPECT Guidelines.
- Practice speaking directly to one another, especially in conflict (Relationship covenants) – we are helping individuals have one-to-one “shalom conversations” as they are guided by the Holy Spirit.
- Manage conflict in biblical ways, discovering God's shalom amid difficulties (Congregation education) – we were blessed to have three leaders participate in the Oregon Synod class on congregational conflict. We have also covered biblical shalom processes in adult classes.

Please notice how these areas have been picked up by the Congregation Council at its Planning Retreat and subsequent meetings and work!

- *Work with the congregation to strengthen our ability to remain in relationship and continue conversation when we have strong emotions and differing opinions. **Emphasize sacred relationships and refer to the chart on Individual/Social/Structural approaches with “helpful/unhelpful” behaviors and tools that make a difference (See below).***
- *Consider the use of a congregational covenant(s) to help us talk directly with each other, avoiding gossip or other indirect and unhealthy ways of talking. **The next step for the Congregation Council process of developing a specific covenant for disagreement happened on June 24. The draft covenant was in the July newsletter.***
- *Officially approve, appoint, and implement a Personnel Committee that will be trained and supported as they begin their regular work. **The Congregation Council set this goal and we are recommending that this function be carried out by the Executive Committee. The draft language for this committee comes to the Council at the July meeting.***
- *Officially approve, appoint, and implement a Mutual Ministry Committee that will be trained and supported as they begin their regular work. **The Congregation Council has approved this and we are now seeking to finalize who will serve.***
- *Work with both formal and informal leaders to develop a strategy to implement an annual focus on four basic constitutional tasks of the Congregation Council: mission clarity, long-range planning, setting goals and priorities, and evaluation of its activities in light of its mission and goals. **We hope this will emerge even more strongly as Pastor Joan and Jon Vingerud focus on constitutional revision in July. These four foci are key to balanced organizational processes. We hope to discuss this in the July Council meeting.***

Congregational Officers and Committee Liaisons: Thanks to all who serve in leadership and especially to Audrey, Mark, Kate, Jon and Barbara for their key roles, and to all committee and ministry groups.

Call Committee: The Call Committee (Matt, Cathy, Laura, Jessie, Mike, Rodney, also Caroline) has met twice with Pastor Melissa. They also met with Pastor Melissa and Pastor Joan on June 14 for anti-bias training and additional work on developing questions for behavioral interviewing that they will do. They have finalized their questions and will have a mock interview in the next two weeks. Candidates profiles are supposed to be coming to the Call Committee in July or early August.

6. GOAL: Plan and help lead education ministry

Pastor John finished the school-year Sunday adult class on June 4 (and Monday night on Zoom June 5).

7. GOAL: Lead congregation learning events June 24 was the final learning event of the transition. Pastor Joan has continued her confirmation work with Caleb and have tentatively set Aug. 6th as his Confirmation Sunday.



OUR OUTSIDE ACTIVITIES: During the months of June and early July Pastor John and Joan have been busy preparing for and following up on the June 24 gathering and our activities outside First Lutheran were limited to some zoom planning meetings and the retired pastor gathering hosted by the Bishop.

Blessings as we walk together beyond the blessed days of the Pentecost into the Ordinary days where we learn to deepen our faith, due to the grace of God in Christ and not our own strength. *Pastors John and Joan Beck*

The Dynamics of Living in Christian Community

At the Saturday, June 24th congregational gathering this chart was used to help identify three levels of involvement in our life together: individual, social, and structural. Each area is important as we seek to live as the Body of Christ in the world. After identifying both helpful and unhelpful patterns, the 4th column offers the tools that make all the difference moving forward, the tools we are implementing at FL-SH.

Area of concern	Helpful	Unhelpful	KEY TOOLS
<u>Individual</u>	Listening, curiosity; e.g., use Empathetic listening, be Sensitive to differences in communication styles	Gossip, rumors, secrets	Covenants for communication, disagreements
	Go directly, take Responsibility, make I-statements	Powerplays	
	Ponder, Examine own assumptions and perceptions	Going silent OR verbally violent	
	Keep Confidentiality, take Responsibility for one's own words & feelings	Taking sides	
	Trust ambiguity	Cutting off, quitting, leaving	
Area of concern	Helpful	Unhelpful	KEY TOOLS
<u>Social</u> (as a group)	Listening, curiosity	Gossip, rumors, secrets	Covenants for communication, disagreements
	Positive peer pressure	Negative peer pressure	
	Stay committed to the whole group	Taking sides, cutting off	

Area of concern	Helpful	Unhelpful	KEY TOOLS
<p style="text-align: center;"><u>Structural</u> (policies and procedures)</p>	People have clarity about what to do and where to go with concerns	People have no idea about what to do or where to go with concerns	Constitution and Bylaws may clarify. Covenants may clarify. Mutual Ministry Committee may consider confused concerns.
	Pastor & congregation set ministry goals, receive evaluation of their progress	Pastor & congregation have no goals for their ministries, no evaluation of progress	Annual Council Review of Pastoral and Congregational Ministries
	Pastor's and people's relationships are supported and challenged in love	Anonymous complaints. Pastor's (or other's) behavior not addressed	Mutual Ministry Committee
	Staff is supported in having and reaching goals	Staff is not supported—is confused, passive, not accountable	Personnel Committee
	Congregation Council has goals, implements processes	Neither pastor nor Congregation Council implements processes	Constitution & Bylaws. Council Retreats. Mutual Ministry Committee
	Congregation processes are widely communicated and repeatedly utilized	Congregation processes are not widely communicated and not repeatedly utilized	Covenants for communication, disagreements