

PALM VALLEY LUTHERAN CHURCH COUNCIL MEETING AGENDA

May 15, 2024, 6:30 pm, Conference Room

G.R.A.C.E.

Grow in Faith
Reach the Community
provide **A**we-inspiring Worship
Connect in Small Groups
Exceptional Serving

Call to Order

Approve Agenda

Devotion – Tammy Oetken

Consent Agenda

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Other Teams

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Other Reports

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Continuing Business

- 1. Strategic Ministry Plan Development
 - a. Who do you/Palm Valley want to become?
 - b. Who do we *not* want to become?
 - c. Who/what does God want Palm Valley to become?
 - d. SWOT Analysis Review 26
- 2. Working Group Reports
 - a. Fundraising Guidance
 - b. Rental Income
- 3. Monthly Generosity Presentations – Cultivating Generous Congregations

New Business

- 1. Pastor’s Question: “If institutional Christianity is a burning building, what do you want to grab?”
- 2. Working Group Report - Worship Schedule
- 3. Endowment Policy
- 4. What Younger Generations are Looking for In a Church - Stephen Loyd
- 5. Endowment Team Recommendation – Approve a grant to Campus Outreach Washington DC for \$10,000 with the possibility of \$10,000 each for the next two years.
- 6. Audit Team Report
- 7. Alan and Denise’s Recognition

Other Business

- 1. Member Recognition – Ken Anderson

Information

- 1. Weekend Financial Assistance
- 2. Bus Transportation Update
- 3. Next Month’s Sunday CIC: Early: Vince Brunssen; Late: Dave Smith
- 4. Next Month’s Council Member for Devotions – Linda Dufner

Adjourn

COUNCIL MEETING MINUTES

April 24, 2024, 6:30 pm, Conference Room

Present: Susan Ames, David Beck, Vince Brunssen, Tom Dove, Stephen Loyd, Tammy Oetken, Keith Outlaw, Linda Reed, Sue Rue, Dave Smith and Nancy Wojnarski
Ex-Officio Member: Pastor Dave Koppel
Staff: Alan Dunn
Excused: Linda Dufner, Jason Dufner, Carolyn Koehn and Rick Salvo

Council President, Tom Dove, called the meeting to order at 6:31 pm. Pastor Koppel offered a prayer.

MOTION: David Beck moved to approve the agenda for the meeting. Motion carried.

Vince Brunssen gave the devotion.

CONSENT AGENDA

The Consent Agenda was reviewed and discussed.

MOTION: David Beck moved to approve the Consent Agenda. Motion carried.

Pastor Koppel gave comments on his report; he informed the council that Intern Pastor Steven Namburi will be getting sworn in as an American citizen on Monday, April 29th.

OTHER REPORTS

Executive Administrator/Financial Report – Alan Dunn reviewed the attendance reports; the financial reports were reviewed. Income is above what was projected by \$24,115, and expenses are higher than projected by \$1,495; overall, we are better than projected by \$22,620.

OLD BUSINESS

1. Strategic Ministry Plan Development – Tom Dove asked the council, “Who do we want to become?”. Some responses were: Inviting - we start big; Multi-Generational – establish long-term faith; Faith Stories; Events (concerts, etc.); Time Banks – people helping people (offering skills to help other people); Service schedule was brought up, with a request for an hour between services – Grace Group A was assigned the task of reviewing the Sunday morning worship schedule and work on a recommendation.
2. Working Group Reports
 - a. Fundraising Guidance – the Fundraising Policy draft was reviewed and discussed.
 - b. Rental Income – asked if we should revisit the alcohol policy and if the CLC kitchen meets the current guidelines for a commercial kitchen.
 - c. Alternate Income – the team is looking at potential commercial lease opportunities, researching available grants, and connecting with the Korean workers at the new Samsung plant.
3. Senior High Banquet – the banquet is scheduled for April 28th at noon in the Back Porch; the council was reminded that help is needed for setup, cleanup, and during the banquet.

NEW BUSINESS

1. Endowment Policy and Team Makeup – updating the policy and member term limits were discussed.
2. Lax’s Farewell – May 19th – reception after each service; Tammy Oetken volunteered to coordinate.
3. Steven’s Farewell – August 11th – we will ask the Intern Committee to coordinate a reception.
4. Monthly Generosity Presentations – Alan Dunn shared that when people give –
 - Why – They trust the leadership,

- People give when – cast a vision,
 - Experience the joy of giving,
 - Inspired by models – learning from others,
 - When asked to give,
 - When gifts are appreciated.
5. Youth Ministry Director Transition Timeline – the timeline and budget were reviewed and discussed.
MOTION: Sue Rue moved to reallocate \$9,579 from the Personnel Budget to the Transition Budget for the new Youth Director. Motion carried.
6. Request for Funding – Global Leadership Summit – request \$1,490 for ten people to attend, to be paid from Memorial Funds.
MOTION: David Beck moved to approve \$1,490 from the Memorial Funds for ten people to attend the Global Leadership Summit. Motion carried.
7. Cemetery Team Recommendation – Recommendation from the Cemetery Team to repair the cemetery road for \$28,189 to be paid from the Cemetery Endowment Fund. Approved.

MOTION: Tammy Oetken moved to adjourn. Motion carried.
The meeting adjourned at 8:32 pm and closed with prayer.

Sue Rue
Council Secretary

PASTOR KOPPEL'S REPORT

It's a great time to be part of Palm Valley! Opportunities are all around us.

We are **preparing for a number of transitions** - Alan and Denise are retiring, Steven is finishing up his internship, and Lax is finishing up 3 years of field education with us. Trinity Seminary has told us that they have no interns for us this year, so we are working with other seminaries. There is a shortage of interns, just as there is a shortage of pastors in the ELCA. Our personnel team is at work gathering resumes, although very few are coming in for our open positions. **Pray for the Holy Spirit to bring us the right people and give us the wisdom to recognize them when the Spirit does bring them.**

I was able to make **a number of home and hospital visits** this past month.

Chris Widmer passed away after a very brief time in the hospital and we held services here at Palm Valley. Jane Baxter's mom, Gladys Johnson, also passed away, and we will have services here on the 24th.

The **Capital North conference of pastors met here** on the 18th.

I attended the **National Day of Prayer Service** at The Baptist Children's Home.

I've been working with Steven specifically on topics such as the power and importance of weddings and funerals as times to grow closer to families and to show grace, how to deal with rumors and gossip, and how to build an emotional support network.

We held a **blessing of vows service for Perry Foley and Donna Balshaw.**

As I met with Perry and Donna, and then with Justin Davis and Shari Miller as they prepare for their upcoming wedding on Memorial Day Weekend, **I've rewritten our premarital counseling curriculum to be better suited for older couples, especially for those entering a second marriage.** We have another wedding tentatively scheduled for January 2025

Laurie preached on a Sunday in April where we focused on Children and youth.

Tom and Alan and I had a **zoom meeting with Peggy Hahn of LEAD** to look at the possibility of working with them for our strategic planning.

We tried a new sermon introduction with **person-on-the-street interviews.** The format seemed to work well.

On April 23 we had **"Our Community Salutes"** held here with **many local young men and women being sworn into military service** here at Palm Valley.

Steven Namburi was sworn in as a U.S. citizen on April 29th.

Ken Anderson is retiring from teaching Sunday School. We thank him for his many years of service and touching the hearts and minds of our young people.

Our **senior lunch and scholarship awards** was held at our Back Porch on April 28th, with **Darcy Middlestadt** as our guest speaker.

Last week, **KXAN** television produced an investigative report on the happenings at **Gethsemane and Hutto Lutheran churches in the 1980's.**

This week **“Bless the Badge”** will be held here on **Thursday at 7 a.m.** to honor and pray for first responders in Round Rock and the surrounding communities.

I had the opportunity to visit **Stephen Loyd** at work.

I attended the synod Assembly with **Steven Namburi, Fred and Brenda Ramirez, and Susan Ames.** **Bishop Sue Briner** was elected to a second 6-year term.

I also attended the **ELCA Conference for Pastors of Larger Churches.** It was very useful and informative.

Thank you for the privilege of serving,

Dr. Dave Koppel
Senior Pastor

IMPORTANT DATES:

- May 17-19 Women's retreat
- May 19 Pentecost **possibly Lax's last Sunday with us**
- June 14 Water for Africa Day at Dell Diamond [Round Rock Express vs Tacoma Rainiers - MyProVenue™ \(tickets.com\)](#) Code: W4A
- June 17 Day Camp Begins
- June 23-28 Mission Arlington

- July 4 Parade
- July 7-12 Camp Chrysalis
- July 16-20, 2024 ELCA Youth Gathering
- July 22-26 VBS

- August 11 Steven's last Sunday with us

- *September 1 – Alan and Denise last day*
- *September 2 Labor Day*
- September 7 God's Work Our Hands
- September 8 Kickoff Sunday – combined service, lunch
- September 15 small group & sermon series begins
- September 15 confirmation classes begin – tentative
- September 28 Fall Fair

- October 23 & 30 First Communion class
- October 27 Reformation Sunday
- *October 31 Halloween*

- November 3 All Saints' Sunday / First Communion/ time change
- November 24 Round Rock Community Thanksgiving Service at Community Christian Church

- *November 28 Thanksgiving*
- **December 1 First Sunday of Advent**
- **December 24 Christmas Eve (Tuesday)**
- **December 25 Christmas Day (Wednesday)**

2025:

- *January 20 Martin Luther King Day*
- **January 26 Annual Meeting, combined service**
- *February 17 Presidents' Day*
- **March 1, 2025 Global Church Gathering**
- **March 5 Ash Wednesday, Lent begins, Evening services begin**
- **April 13 Palm Sunday**
- **April 17 Maundy Thursday**
- **April 18 Good Friday**
- **April 20 Easter**
- **April 27 Confirmation (tentative) / combined service**



Steven Namburi and Lucy Osborn



New Recruits being sworn in.



New Recruits being sworn in.



Stephen Loyd working with molten aluminum



Antioch Congregation at Worship



High School Senior Lunch and Scholarships with Darcy Middlestadt



Steven becomes a United States of America citizen!



National Day of Prayer at TCBH



Synod Assembly in Corpus Christi



ELCA Larger Church Conference



Pastor Ignacio Estrada and Wendy Iriepa Diaz, University Church, San Juan, Puerto Rico.



Tom and Carol Dove advertising the Ladies Tea

INTERN PASTOR

April Report to the Church Council

Dear Respected Members of the Church Council,

As we move further into the spring season, I am grateful for the opportunity to report on the diverse activities and initiatives we undertook in April.

Homebound Visits:

I have continued the essential ministry of visiting our homebound members throughout April. It was an honor to spend time with individuals Leonard and Connie Aitkens, Emily Fehlis, George and Joy Warriner, Betty and Don Hester, Jane Ramm, David Teinert, Robert Behrens, Pat and Herb Wolff, Wilma Peterson, Nancy Kind, Johnnie Pecht, Marie Sherva, Rose Lee Stratton, Meg Miller, Ilsi, Fritz and Betty Hodde, Gloria and Billy Richardson, Bess Hester and Roy Krienke. Each visit was an opportunity to provide spiritual support and companionship. A special visit to Carroll Pimpler in the hospital was enriching, as he expressed happiness for our pastoral care. These visits offered spiritual support and valuable personal connections that strengthened our church family.

Sermon Development and Spiritual Leadership:

Continuing my commitment to sermon preparation, I delivered multiple sermons that were well-received by the congregation. The process of developing these sermons has been a profound personal and spiritual journey. My engagement in our Bible study sessions twice a week deepened my own faith while attempting to inspire others. It also helped me boost my confidence and delivery skills.

Community Outreach and Networking:

I attended another deanery meeting this month and engaged with the Telugu community. These interactions help build valuable relationships within the wider faith community. Additionally, I had the unique pleasure of attending an American wedding, which offered close observation of cultural practices and enhanced my ability to communicate confidently and clearly.

A Milestone in Personal Growth:

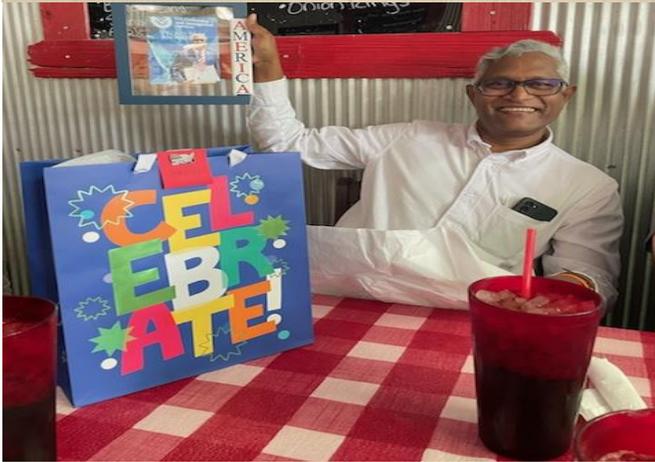
April was a significant month of joy for me. After a 22-year journey, I attended my Naturalization interview, passed, and was sworn in as an American in San Antonio. This milestone represents more freedom and an opportunity to praise God for His abundant mercy. I am thankful for your prayers and well wishes, and I sincerely appreciate Pastor Dave's presence during my celebration.

Academic and Candidacy Work:

This month, I was fully engaged with academic assignments, including writing papers on the New Testament, crafting book reviews for both New Testament and Christian Education classes, and preparing my Approval Essay and Roster Minister Profile.

As I conclude April, I am immensely thankful for the continued support and guidance from the Church Council, Pastor Dave, and all members of our congregation. I am enthusiastic about the opportunities ahead and remain committed to serving our church and community with dedication and love.

I am looking forward to continuing our shared journey in faith and service.



YOUTH MINISTRY DIRECTOR

Wednesday Night Youth

Wednesday Night Youth has had a variety of events this month. We started the month with a Family Dinner/Game Night that included a talk from the Small Group committee. We began a new Bible study comparing stories from the Bible from different translations including the GenX translation. We ended the month with a youth game night of Apples2Apples and Spoons. They youth so enjoy hanging out with each other and catching up each week. I want to always thank Abby and Jacob Yarbrough for being small group leaders with our youth on Wednesday nights.

Youth Activities

Confirmation Sunday was held on April 7, 2024. We had 7 confirmands this year. It was a wonderful year sharing stories and learning together.



We celebrated our 2024 high school seniors with a luncheon and awards. There were 11 youth that applied for the Palm Valley scholarship this year. These wonderful young men and women have many bright futures. Darcy Middelstaedt was our speaker for the luncheon.



Denise's Activities

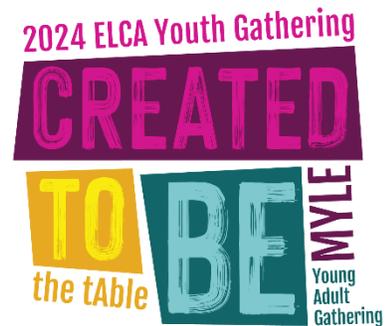
I helped to lead the Adult Mission Trip to Puerto Rico this month. We had 4 people from Palm Valley attend along with 12 from Emanuel's Lutheran in Sequin, 2 people from Cross Trails and one from Bethany in Fredericksburg. We built an outdoor chapel at the Lutheran camp as well as

packed food at the food bank, learned at the Lutheran school and visited a feeding kitchen. It was an amazing God-filled week being God's hands and feet.



I continue in the Stephen Ministry roll where I am able to support youth and families in times of struggle. I did not get to meet with the Round Rock Youth Workers this month due to the mission trip in Puerto Rico.

I continue as the Synod's liaison for the ELCA Youth Gathering in New Orleans in the Summer 2024. Our youth have been meeting with the youth of Christ Lutheran – Georgetown to prepare for the Gathering. We have 5 total meetings each one based on the 5 days of themes; Created To Be! Brave, Authentic, Free, Disruptive, and Disciples.



CHILDREN'S MINISTRY

Children in Worship

April 21st was Children's Sunday at the Rejoice! Service. All the songs were familiar from Sunday school, JAM, Preschool, or Camp.

April 14-28 we surveyed our children's parents about children in worship, specifically about the Prayground and the possibility of adding a "Children's Church" for children ages 4-8 that would take them out during the sermon time and bring them back for communion. Parents were very positive about both. We were given several suggestions that have been implemented or are in the works.

Suggestion: Adding more chairs so parents could sit nearer to their children. Implemented: we added another rug to lengthen the space so that the tables would now be on the carpet. We moved the shelves down and added more chairs along the wall. We also added more toddler toys and took away some noisy toys.

Suggestion: Have some books for older children to read. Implemented: I am waiting for Pastor Koppel's advice on this one, but I have already started looking into Christian books to either offer or suggest to parents.

Suggestion: Could older children try this children's church too? Implemented: The plan is to be more open about the ages that can leave the service to go to children's church, giving the parents more control.

Suggestion: Would this have an impact on Sunday school attendance? Implemented: Sunday school is taking a break this summer, but we are taking advantage of that to try out Intergenerational Sunday school on three Sundays this summer to drum up more interest in Sunday school.

The plan is to start offering "Crossover" Children's Church June through August this summer and evaluate its effectiveness the last month to decide whether to continue.

The plan is to offer Intergenerational Sunday School with brunch on June 23, July 28, and August 18.

JAM

Our last JAM will be May 22 and we will honor our 5th graders.

Sunday School

The last Sunday school class will be May 19th.

We will offer three intergenerational classes on June 23, July 28, and August 18.

Bible Study for Women

We will introduce a new Bible Study on May 30th. "When Making Others Happy is Making You Miserable" by Karen Ehman. Books are available for order at Amazon.com

VBS

Our next VBS Leadership meeting is May 14th at 7 pm. VBS Volunteer Registration opened on April 21st. Student registration opened on May 1st. We already have 66 children and 26 volunteers registered.

Spring and Summer Dates

May 19th last Sunday school class

May 22nd- last JAM, family dinner and celebration of 5th graders

June 8th- Family Trip to Waco Zoo

June 12th- Youth and JAM Family Game Night

June 17-21- Day Camp here at Palm Valley

June 19th- Youth and JAM Water Fight Night

June 23rd- Intergenerational Sunday School and Brunch

June 26th JAM Playground Olympics

July 7-12- Camp Chrysalis

July 22-26- VBS

July 28th - Intergenerational Sunday School and Brunch

August 2-3 Family Camp IN

August 7- End of Summer Pizza Party

August 18th- Intergenerational Sunday School and Brunch

ENDOWMENT

Monday, May 7, 2024, 6:30 pm

Members attending: Tom Dove; Team Leader-Linda Dufner, Joy Kovar; Roland Krienke; John Reed; Dave Smith & Nancy Wojnarski (by Zoom)

Members not attending: Scott Brandt; Carolyn Koehn; Michael Koehn; Pastor Dave Koppel; Dwayne Kostih, Tammy Oetken; Mike Robinson; Bil Sands & Steger

Staff attending: Alan Dunn

Linda Dufner welcomed everyone, called meeting to order & lead us in prayer.

John Reed moved to approve minutes from January 3, 2024, Dave Smith seconded & approved.

Dave Smith moved to approve minutes from March 18, 2024, John Reed seconded & approved.

PVLC Endowment Fund Grant Requests

Tom Dove made motion to approve & seconded by Roland Krienke the grant request from Campus Outreach Washington D.C. with Abby Boldt (PVLC Member) as the contact person for \$30,000 paying \$10,000 for 3 years. The organization will provide a detailed report every year in January. Team approved the request after much discussion.

Dave Smith made motion & seconded by John Reed to table the grant request from Palm Valley Lutheran Cooperative Preschool Grant Application for the third-year grant of \$150,500 this will bring the total 3 years to \$434,500 which is less than original grant request of \$489,000 to \$649,000. There was much discussion concerning their original grant request moving from 2-day preschool to a 3-day & then to a 5-day preschool. The Preschool has been licensed for a 3-day preschool but have decided not to move to a 5-day preschool. Our Team approved to table this grant request because it was originally approved that the Preschool would grow to a 5-day preschool.

Tom Dove & Alan Dunn requested the Endowment Team to review the PVLC Endowment Fund Policies & send changes to Alan. Alan will put together all changes & send out to the Team to review than Team will send to Church Council to approve.

There was a motion made by Dave Smith to adjourn meeting, seconded by John Reed & all approved.

Meeting adjourned at 8:10 pm.

Minutes prepared by Joy Kovar

GENEROSITY TEAM

Generosity Team Meeting Minutes
May 6, 2024, 6:30 pm, Conference Room and Online

Present: JB Getz, Carolyn Koehn, Laura Menke Arroyo, Tom Dove, Council Representative

Absent: (Excused) Megan Hamilton, Council Representatives: Keith Outlaw, Nancy Wojnarski

Others Present: Alan Dunn, Executive Administrator

The meeting was called to order at 6:35 pm.

JB Getz and Megan Hamilton were welcomed as new team members.

We thank Laura Menke Arroyo for stepping up to lead the Generosity Team.

1. The team engaged in discussion on a key focus: to emphasize year-round generosity to the church and leadership. We plan to develop monthly information to share with the Council and congregation, highlighting the positive impact of the church's ministries on people's lives. See the attached draft plan for
 - a. Action Item: Review existing "Why It Matters" videos and recommend videos to use for May, June, and July. During this time, members will be recruited to share their ministry stories in one video per month.
 - b. Action Item: The Team will develop a message on generosity each month to share with the church.
2. Generosity Month
 - a. The Team discussed the approach to Generosity Month and decided to emphasize beginning mid-August for two weeks, the 2025 vision for the ministry and the 2025 financial plan for ministries.
 - b. Generosity Month will take place in September.
 - c. See the attached draft plan for Generosity Month.
3. Legacy Giving
 - a. The Team discussed possible approaches to engaging the congregation to consider legacy giving.
 - b. Sarah McEntee from Thrivent has agreed to assist the team.
4. There being no further business, the meeting was adjourned at 8:21 pm.

Submitted by Alan Dunn.

Year-Round Generosity Emphasis

Begin May 2024

Bring to congregation across all communication platforms.

- Videos
 - o Social media (Facebook page and group), Instagram
 - o In-House TV Monitors
 - o Email to Members and Prospects
- Written
 - o Echoes – summary of message
 - o Include in monthly mailings to non-Internet and homebound members
- Visuals
 - o Posters with a summary statement/short paragraph with a photo of a person/family

Immediately: Review and select three existing “Why It Matters” videos. Link shared with Team.

By the 1st week of June: Recruit members to video, write short summaries, etc.

By the end of July, the majority of videos and short summaries are complete.

- Potential people/families:

1. _____
2. _____
3. _____
4. _____
5. _____
6. _____
7. _____
8. _____
9. _____
10. _____
11. _____
12. _____
13. _____

Seeds of Faith

- Need the vision and summary statement for 2025.
- Beginning June
- Thirteen weekly short videos (30 seconds to one minute)
- Underlying scripture for this series: Parable of the seeds planted in different types of soil.
- Compare these to our spiritual/faith life, life at Palm Valley, the importance of what Palm Valley does in drawing people to Christ, building a community of faith, and serving all.
- Weekly Podcast – compliment generosity emphasis; more in-depth discussions; invite guests

People to ask to be part of this message:

- JB Getz
- Stephen Ministers
- Gardening Club Member
- Bryan and Rachel Menke
- Barry and Megan Hamilton

Possible on-site locations:

- Downhome Ranch
- A person's home garden
- City Park – someone had to have a vision; maybe not all we see today, but it came about because someone captured a vision for a place where Round Rock (people) could be a community together. Palm Valley began with a spark of creating a worshipping community that has lived and grown with God's guidance and blessings into a force for serving God, drawing people to Christ.

Mid-August

- Share the 2025 vision, what is needed from people's time, talent, and financial generosity, and a financial plan, how it will make the vision, and who we want to be next year.
 - o Tuesday podcast
 - Topics of vision for 2025

September

- Four weeks of generosity
 - o Prayer
 - o Short videos
- Tuesday podcasts carrying “theme” into deeper discussion.

COOPERATIVE PRESCHOOL

PVLCP Board Meeting
Tuesday, April 9, 2024

1. Call to order: Cassie Cummings 09:29
2. Financial report: Alan Dunn
 - a. Brenda to look into where \$1350 from “other income” is coming from
 - b. Brenda/Alan to double check bonuses pulling from appropriate accounts
 - c. Alan to take Endowment application to Endowment committee. Meeting has not been scheduled yet, but once there is a decision, he will let Bailey know.
3. Secretary report: Cassie Cummings
 - a. Caitlin made a motion to approve the March minutes with the following amendment “7a. With Jonie and Kelly’s support, the Board has approved to start the 2024-2025 school year with 10 kids.”
 - b. Hannah seconds motion.
 - c. March minutes approved with all in favor, none opposed.
4. Preschool report: Bailey Plato
 - a. No changes in enrollment for next year from March meeting
 - b. There are five students who Bailey and Ellen have reached out to, still unknown if they are returning next school year.
 - c. Kelly and Jill are doing great in their new roles.
 - d. We will likely need to hire a new aide for next school year, and more subs.
5. Committee reports:
 - a. Church Council Representative: women’s forum will be gardening this month. There are no further updates.
6. Action items:
 - a. Graduation: Nikki and Cassie
 - i. May 9th at 1:00 p.m. – it will be held in old Sanctuary, Bailey to send out sign up genius.
 - b. Teacher Appreciation: Cassie

i. Week of 3/26-3/28: discussion on moving teacher appreciation to another week next year since there might not be a half day for Easter anymore. Will decide once new school calendar completed by Bailey for 2024-2025.

May 7th

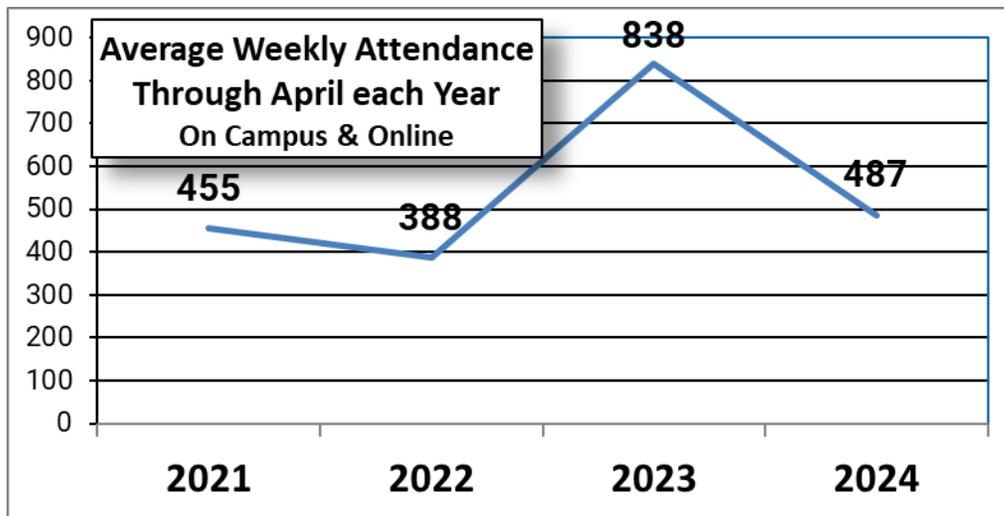
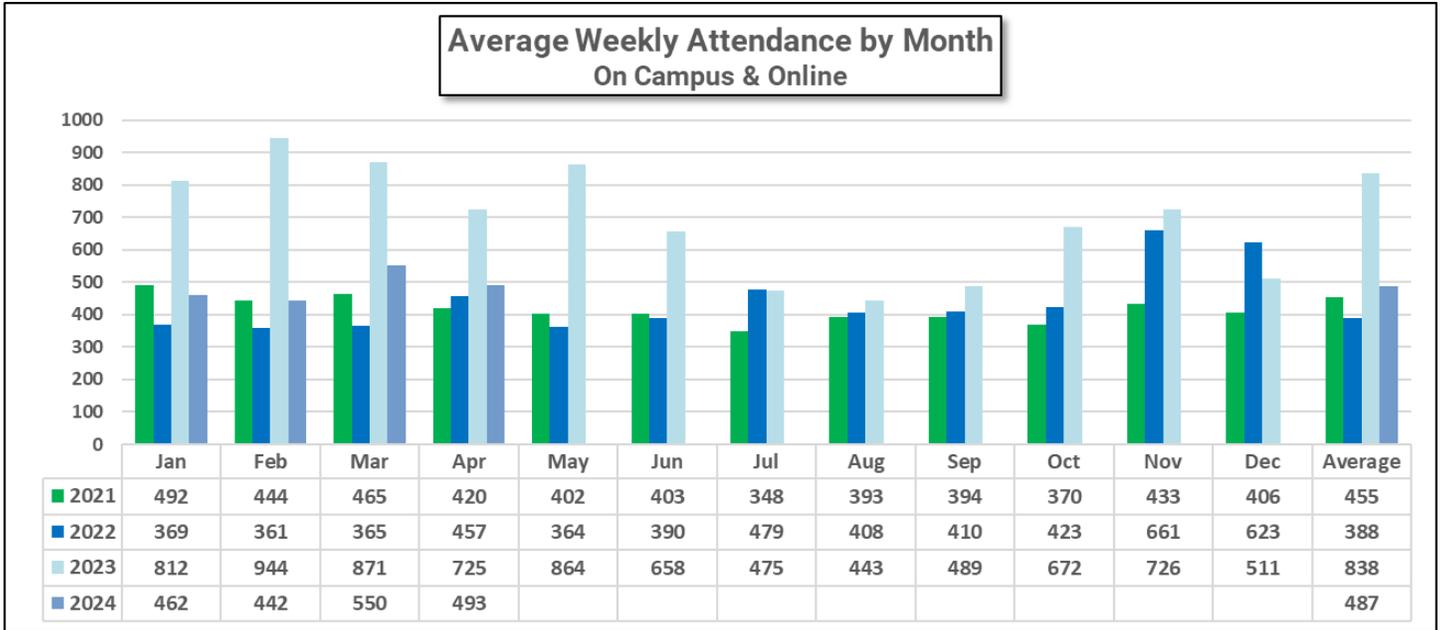
Electronic Vote via group chat held at 8:40 a.m.

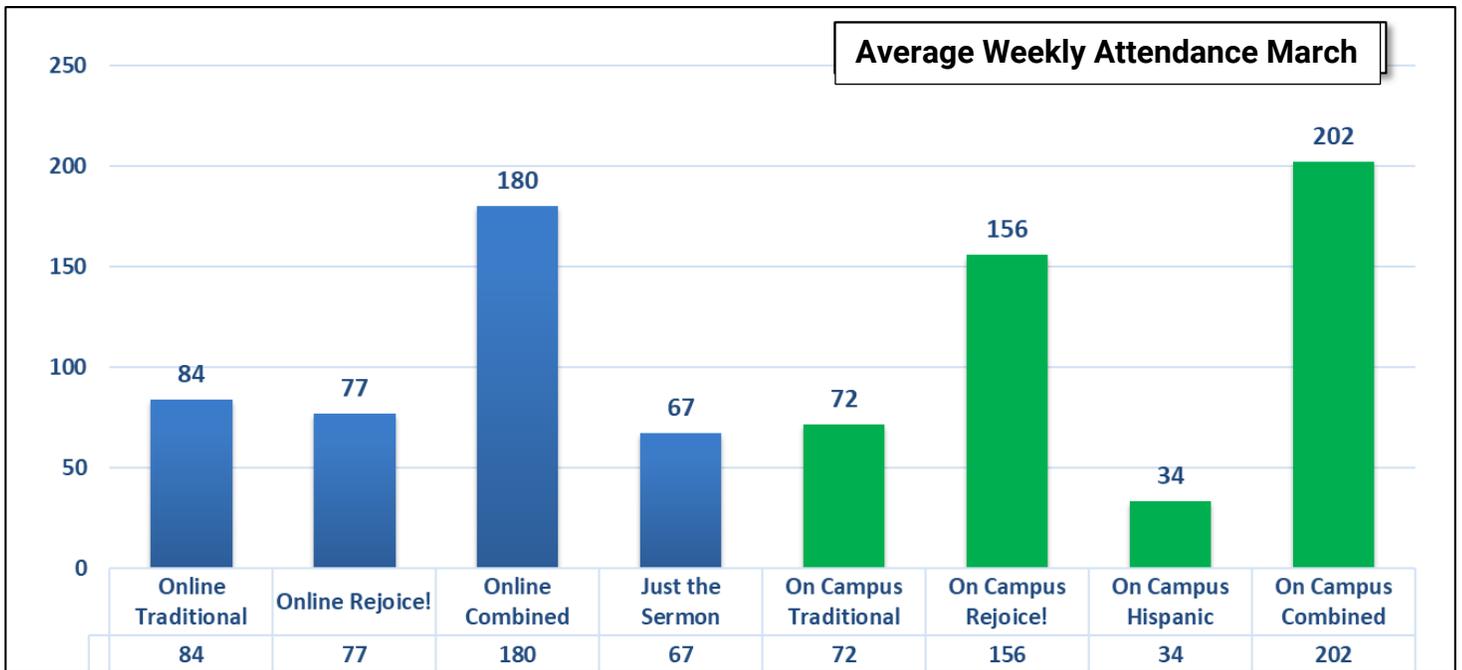
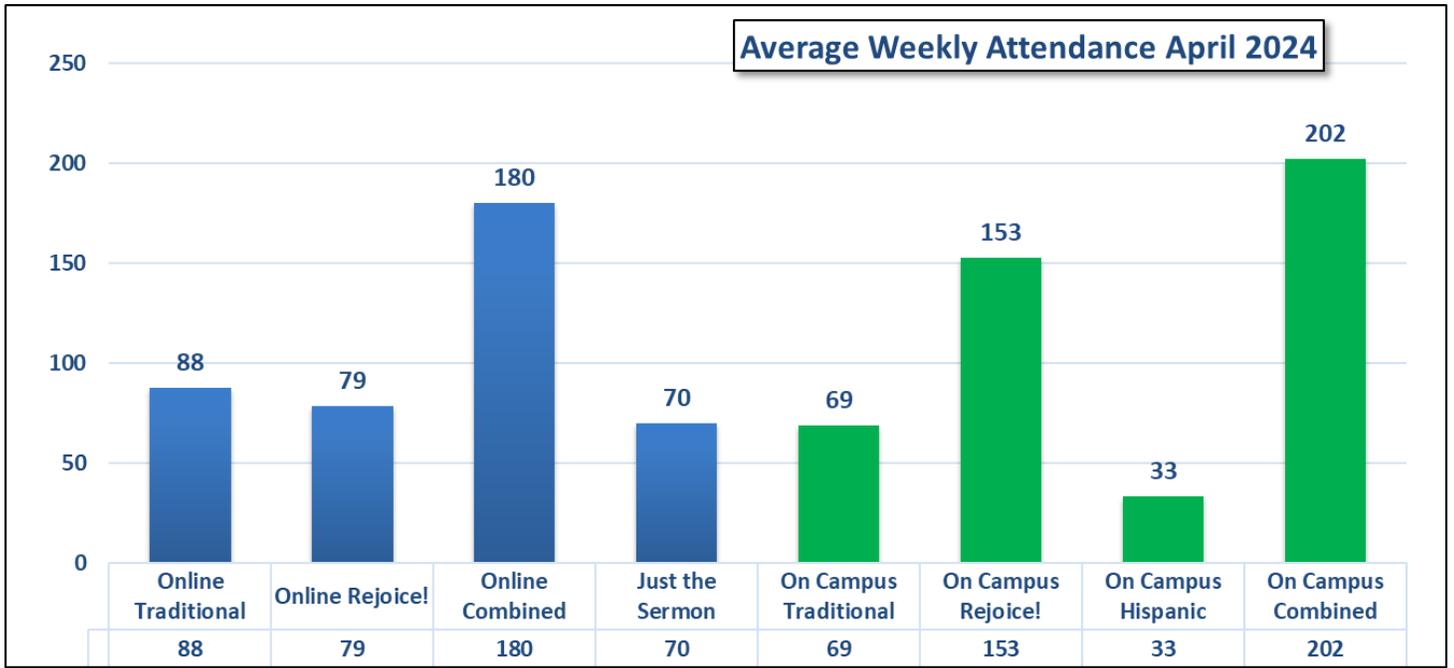
Sonia Made a motion to move the Silent Auction funds from the 2022-2023 school year and the 2023-2024 school year moved to the Designated Other Account.

This was seconded by Kasi and the vote to approve was unanimous.

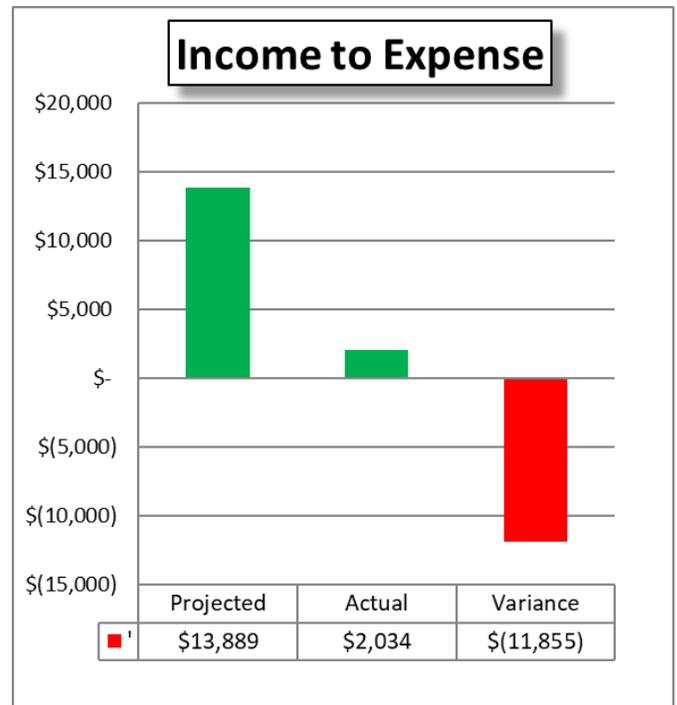
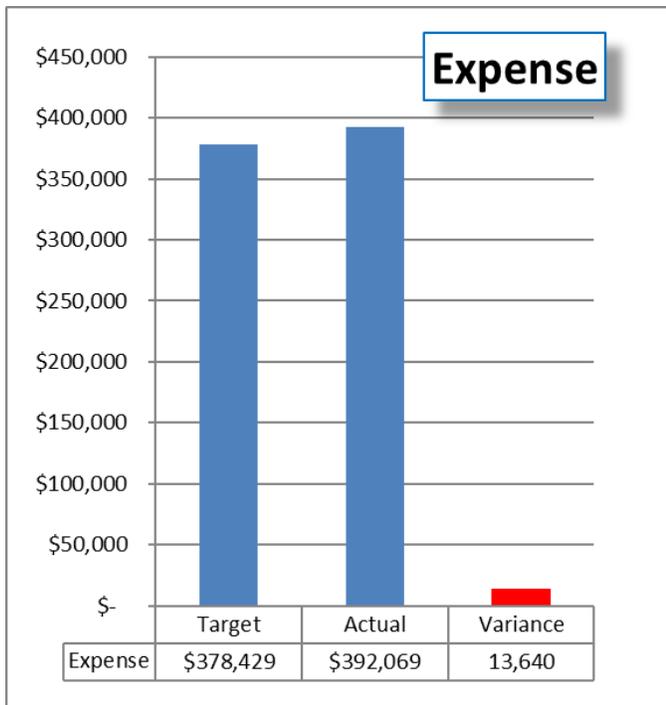
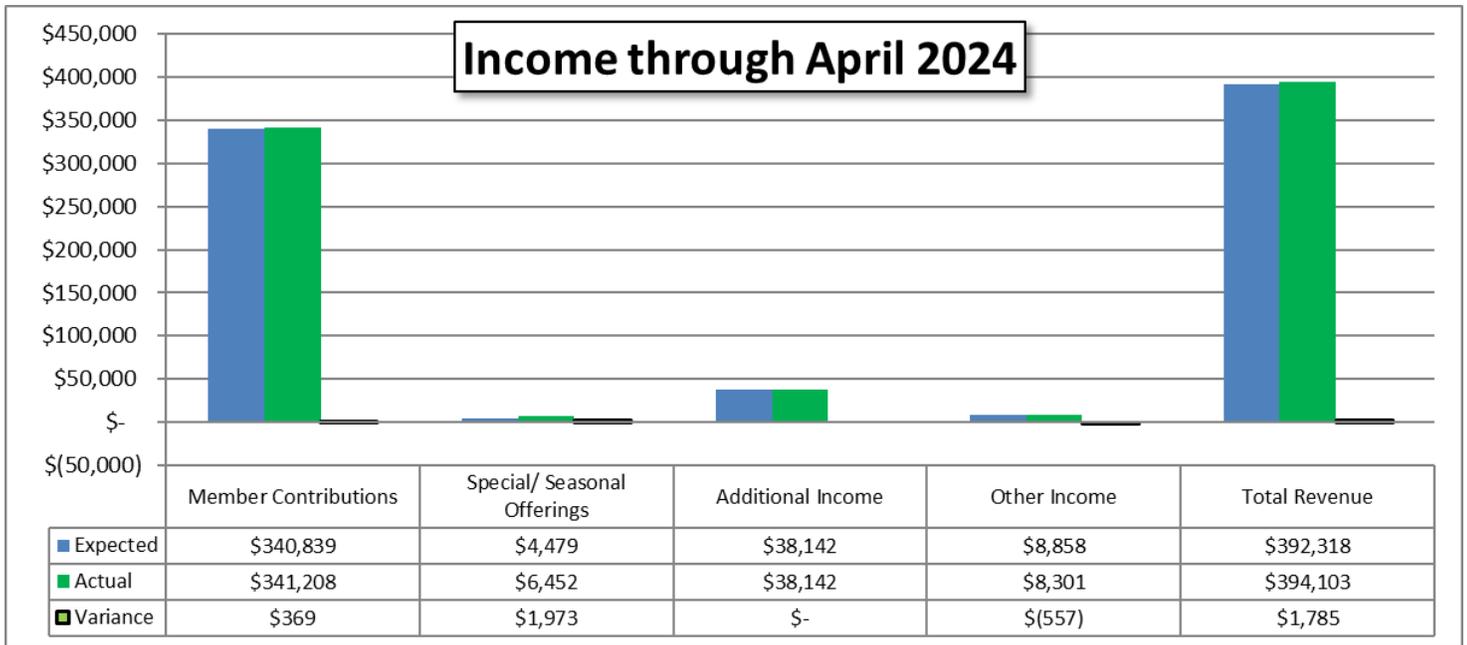
Meeting over at 9:43 a.m.

EXECUTIVE ADMINISTRATOR





FINANCIAL REPORT



SWOT ANALYSIS REVIEW

Who do we NOT want to become at Palm Valley?

List of “Threats” identified at our council retreat in February:

Uncategorized:

- Non-authentic/watered down message
- Changing attitudes toward church in community and nation
- Aging congregation
- Set in ways
- Social violence
- Decreasing engagement
- Non-inclusiveness
- Resisting change
- Set ways
- People resistant to change
- Aging of membership
- Not growing
- Not growing and losing members
- Unwillingness to have faith in using our financial assets
- Changing demographics
- Contentment to stay as we are

Categorized:

- Set in ways
- Set ways
- Contentment to stay as we are
- People resistant to change
- Resisting change

- Not growing
- Not growing and losing members
- Decreasing engagement
- Aging congregation
- Aging of membership

- Non-authentic/watered down message
- Changing attitudes toward church in community nation
- Social violence
- Unwillingness to have faith in using our financial assets
- Changing demographics
- Non-inclusiveness

List of “Weaknesses” identified at our council retreat in February:

Uncategorized:

- Not knowing who Lutherans are
- Not taking advantage of all our resources
- Sunday School
- Stuck in old ways
- Involvement for new people
- Not wanting to change the way we do some things
- Sometimes people fall through the cracks
- Resistance to change
- Diversity
- Authenticity
- Budget
- Youth
- Stuck in our tradition
- Community outreach
- Not keeping track of where our people...