
*Hope's Mission is: "To know Christ and make Christ known"
by proclaiming the Saving Word of God through worship, community and service.*

Opportunities and Challenges— Update from the Mission Renewal Task Force

Talk about exciting times! One day there is a daunting challenge. The next, there's a new opportunity. Or...are they one and the same? University Lutheran Church of Hope members recently received a letter from Pastor Shirley and the Board of Commissioners. The letter requests your generosity in meeting Hope's 2006 budgetary obligations. It outlines that, by doing so, Hope will be in a better position to proceed in 2007 with Mission Renewal Task Force (MRTF) recommendations from the standpoint of renewal and confidence rather than in response to a budgetary emergency.

Over the past several months, the MRTF and its sub-teams (Worship, Hope in the World, Youth/Dream Team, and Staffing & Governance) have been actively pursuing the objectives set before them. As you may recall, the charge of the MRTF is to develop and implement a mission focus for Hope and ensure that its structure, staffing, and financial resources align with these mission priorities.

To this end, the Worship Sub-Team has been actively exploring different options for worship possibilities at Hope. The Hope in the World Sub-Team has identified various ways in which we might address Social Justice and Outreach, and considered how best to integrate this within our ministry. The Youth Sub-Team (a.k.a. Dream

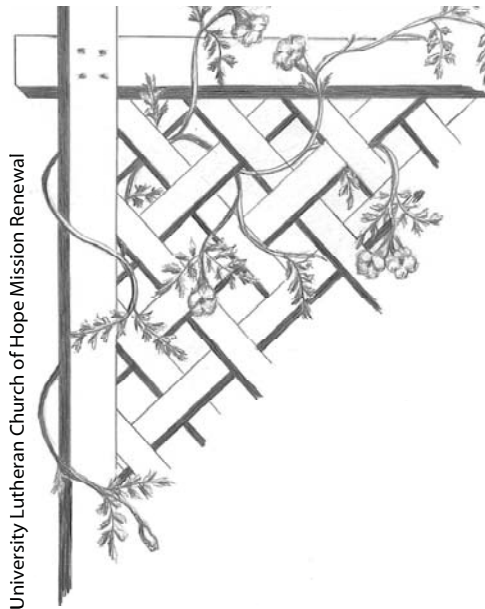
Team) has identified the need to keep continuity in our Youth Ministry staffing and is exploring ways to fund a Youth Minister outside of our immediate budgetary situation. The Staffing & Governance Team has been gathering information from the other sub-teams, as well as some two dozen churches comparable to Hope in size and location. This survey of other churches will provide objective information that will be helpful for mission renewal, staffing configuration, exploration of alternative governance models, and decision making over the coming year. The Staffing & Governance Sub-Team is also entering into an interview process with each of our staff members.

The core team of the MRTF now finds itself in a place of transition. Chris Collin, who has co-chaired the task force through the first two phases of this Mission Renewal process and led the Worship Sub-Team this past fall, has made a very difficult decision to leave Hope and join a congregation that meets the immediate needs of her young family. Chris has been an outstanding partner since the inception of the MRTF. She has brought valued insights to our efforts and will be greatly missed. Meanwhile, our thoughts and prayers are with MRTF Core Team member John Hustad as he undergoes cancer treatment in Glendale, Arizona this month. John has also been an

instrumental part of the MRTF, serving as liaison to the Dream Team. Circumstances will limit his availability to participate for a while. Thank you, Chris and John, for all you have given to this process over the past nine months.

Accordingly, the MRTF Core team is evolving. In what we called "Phase I," we prepared and presented

(Opportunities *continued on page 2*)



(Opportunities *continued from page 1*)

the Congregational Survey. In “Phase II” we responded to Phase I by creating the sub-teams. Now a new phase is emerging where we begin building the structures that will carry Hope forward—including a long-range strategic planning group, a reconstituted sub-team on Spiritual Nurture, an expanded Worship Sub-Team, and implementation of the work of the Staffing & Governance and Hope in the World sub-teams.

In the face of Hope’s current financial challenges, one can easily become discouraged. Perhaps, though, it is in

God’s gracious timing that we find ourselves at this crossroads at a time when we are already seriously grappling with what it means to be University Lutheran Church of Hope, why it is important that we continue to exist into the future, and how we will make a difference in the world going forward. God has richly blessed us with an immensely talented, faithful, and proven core of members and resources. It is important to remember that through this mission renewal process our congregation has all the right mechanisms in place to navigate these transitional times.

—Lisa Morse, MRTF Chair

Shirley’s Share

I receive a weekly newsletter from an organization called “Faithful America” (mail@faithfulamerica.org) that always has insightful and thought-provoking articles. I want to share a part of the most recent issue:

No doubt you have heard about the “Left Behind” book series....Well, Faithful Americans, hang on.... Just in time for Christmas comes a new video game: Left Behind: Eternal Forces—an end-time video game inviting your kids to engage in what makers call “spiritual warfare.”

Despite a vigorous PR effort to downplay the violent, warring aspects of the game (blow away a non-Christian, lose a point...) the fact remains, the game is about blowing away non-Christians. That would mean Jews, Muslims, Buddhists, Hindus, and everyone else, including the healthy percentage of Christians who know better than to buy the idea that God would ever be part of such a nightmare.

The game’s creator Troy Lyndon has stated, “There’s no killing in the name of God.” Yet the facts are, this is a game about a Christian fundamentalist-drenched end-time scenario in which the “enemy” is a dark army of non-believers pitted against converted Christians...containing as much violence as any we have seen in Grand Theft Auto. Despite poor gamer reviews its very premise remains troublesome.

As we look with hope and anxiety at the beginning of a new legislative session of our state government, as well as new Minnesota legislators in Washington, it is my hope that new faces, new names, and even new religious insights will bring new and desperately needed wisdom to our national and state policies. When I was in Germany recently, the pastors there had heard about and were very interested in the fact that our district had elected a Muslim to Congress.

Some will say of the video game, “It’s only a game,” but aren’t games the way we learn about life? If football can teach young men about being a team player and positive strategies for life (a good thing), then a game that has Christians pitted in mortal combat against “nonbelievers” can certainly teach a lesson we do not want for our children—intolerance, fear, and hatred.

Speaking of state legislators, would you like to be in better contact with your elected officials in St. Paul? With so many new ones, it is a good time to get acquainted. On March 9, University Lutheran Church of Hope will have its day to be part of the 2007 Lenten Vigil at the Minnesota State Capitol. We will meet at 9:00 a.m. at Christ Lutheran, across the street from the Capitol, for orientation. Then from 10:00–12:00 we will visit with elected officials, either those from the church’s district or from the one where you live. We might even come together and pray in the Capitol! What a concept—praying in that building for peace and justice!

May this New Year find you at peace with yourself and your loved ones, and working for peace in the world. Pax.

—Pastor Craig Shirley

Tuesday Bible Study To Resume

On Tuesday, January 9, at 10:00 a.m. we will begin the new year of Bible Study in the new Conference Room (210). Pastor Shirley, Pastor Yu, and Diane Shallue will share leadership duties as we study Galatians, Ephesians, and Philip-
pians—Paul’s letters to the major cities of Asia Minor. We will meet in January and February—with a break during Lent for
noon services—and then resume after Easter and continue until May 15.

We would like to repeat this study at a time that might be convenient for those who can’t make it on Tuesday morning. Do you have a suggestion as to when would be a good time for others to attend? Please contact any one of the three leaders to suggest a possible time.

—Pastor Craig Shirley

Adult Inquiry Classes To Begin

Adult Inquiry (new member classes) will begin on Sunday, January 7 and continue on January 14 and 21. We will meet
in the new Conference Room (210), on the second floor, from 9:40 a.m. until 10:40 on each of those Sundays. New
members will be received on Sunday, January 28. Adult inquiry is designed for instruction for new members but is open to
anyone who would like to review his or her Christian faith and Lutheran heritage. If you have questions, please speak with
either pastor for more information.

Facilities Report

Wow—what a whirlwind of a year! It started off like a lamb, quickly became a lion, and now...who knows what’s next!
We did some different things: Dug some holes looking for a sewer pipe in the courtyard; installed a couple of air
conditioners for the temporary summer offices; made many trips hauling *out* to the containers; and made many trips haul-
ing *in* from the containers.

We did some normal things: painted, washed windows, installed shelves, painted, had some laughs, painted, and met
once a month.

And many of you out there were here helping us during the most hectic times. I really want to thank you for that!

I was here a lot during the spring and fall, and I want you to know I saw firsthand how hard this staff works for us, and
the sincere dedication they put into our church. As the year ends, *seriously think about adding an extra payment or two
to the offering plate. Our budget really needs some help for this year.* And be sure to read the letter from Pastor Shirley and
President Davenport that was sent to you.

We would love to have you join the Facilities Commission in the coming year. No experience is required, but if you have
some, we’ll take it! We should have some interesting projects coming up, too. We meet on the third Wednesday of the
month at 7:00 p.m. If you’d like to join us, let me know!

—Fred Kreider, Facilities Commission

Hope Book Club

The University Lutheran Church of Hope Book Club will discuss Harold Kushner’s *When Bad Things Happen to Good
People* on Sunday, January 14, 2007, at 7:00 p.m. in the Hope Library. This book “offers a moving and humane approach
to understanding life’s windstorms. It raises many questions that will challenge your mind and test your faith regarding the
ultimate questions of life and death.” —Elisabeth Kübler-Ross



Faith Formation Opportunities

Sunday Morning Education Hour runs from 9:50 – 10:50 a.m.

On December 24 & 31 there will be no education hour.

WAM (Worship, Art, & Music) for **grades 4–6** will be one full period each month.

M & M Time (Music and Movement) is for children **preschool – grades 3**. (**Preschool – K** meet from 10:15 - 10:30; grades 1-3 from 10:30 - 10:50)

Godly Play is for **preschool through grade 1**.

Life Together curriculum is used for **grades 2–5**.

Grade 6 explores social justice issues and wise use of money.

January 7 – *M & M for preschool through grade 3.*

Life Together story: Baptism of our Lord. Luke 3:15-22
What does it mean to be named by God?

Godly Play story: Large group activity, in-service for Godly Play teachers

January 14 – Life Together story: John 2: 1-11 What is a miracle? The wedding at Cana

Godly Play story: Meet the Christ Child

January 21 – *M & M for preschool – grade 3.*

Life Together story: Luke 4:14-21

What does it mean to be the body of Christ?

Godly Play Story: Anna in the Temple

January 28 – *WAM for grades 4-6. Grade 4 will explore handbells. Grades 5 & 6 will create Epiphany banners.*

Jeremiah 1:4-10 When do we feel inadequate to be God's messengers?

Godly Play Story: Jesus & the Wilderness

Confirmation classes (seventh and eighth grades)

Seventh grade units for this year: the Ten Commandments, the Lord's Prayer, and the Sacraments. Teacher: Bob Moluf

Eighth-grade units for this year: Worship, Lutheran Confessions, and the Apostles Creed. Teacher: Tim Gustafson

High School Youth will gather in the Youth Room with Jack Dant and Ann Agrimson for discussion about school gossip and/or racism.

Adult Forums in Heritage Hall

January 7 – Dr. Martin Ramsden will give an introduction to Alzheimer's disease, with a focus on research at the University of Minnesota. Their research uses a combination of behavioral and biochemical techniques to understand the cause of Alzheimer's, Parkinson's disease, and other age-related dementias. They have recently shown that loss of memory function is not irreversible as previously believed.

January 14 – Yasir Bilgin is a student at Luther Seminary, working toward a degree in Social Work and Islamic Studies. Mr. Bilgin is the Interfaith Dialog Coordinator for the Northern Lights Society, an organization dedicated to seeking peace through religious dialogue. He is from Turkey, and plans to talk both about his work here and what democracy means in an Islamic context. He will also bring information about a Mother's Day event, which will bring together mothers from Muslim, Jewish, Christian, Bahai, Buddhist, and hopefully Hindu backgrounds to illuminate the meaning of motherhood in their religious traditions.

January 21 – Diane Shallue will lead an interactive presentation on how to build a healthy faith community for our youth, using the findings from SEARCH institute research. How can use of assets create a welcoming faith community for all youth from birth through young adult?

January 28 – The Board of Commissioners will host a budget review in preparation for the annual meeting on February 4.

Other Christian Education News

Home Devotional Materials: Copies of various devotional booklets can now be found in the Lounge. Those available are *Christ in our Home*, *Davey and Goliath Family Devotions*, and *Portals of Prayer*. Copies of the Large Print *Christ in Our Home* and extra copies of the others are available in the office workroom, behind the door.

Sunday School Offerings will be received in worship during the regular offering time rather than during Sun-

day School. Children will use the special offering envelopes they have been given. These offerings will support a service project to be chosen in the Spring by the sixth graders.

Curriculum Task Force: A task force has been formed to choose a new curriculum for grades 2-6, as the Life Together curriculum is being discontinued. This group will meet in January and February and make a recommendation to the Education Commission in March. The members are Uli Koester, Evan Peterson, Diane Shallue, Robyn Swenson, and Rebecca Tetlie.

Early Communion Instruction for children from age 4 through grade 3 will be held on February 18 & 25 and will be taught by Diane Shallue and Pastor Kwanza Yu. These children will celebrate their first communion on March 4. Registration information will be coming to parents at the beginning of February. If you do not receive the registration packet, please contact Diane Shallue.

Acolyte Training for fourth graders will take place during Sunday School on February 4, 11, & 18, with acolytes being commissioned on February 18 during the

From the Director of Christian Education

I have heard some concern about the small number of younger children in our Sunday School program. We currently have no three-year-olds attending our program. I see this as a temporary aberration. We have thirteen families who had their children baptized in the past two years and are on our cradle roll. Unfortunately, most of them do not attend worship regularly. Our challenge is helping these parents realize that our Sunday School program promotes sound faith values such as respect, compassion, and a concern for social justice through relationships with caring adults. Our program also teaches Bible stories using interactive and engaging methods that make it fun for children.

Our Sunday School is blessed with small class sizes and dedicated teachers who know the children by name. Almost every classroom has two adult teachers. Many of our children (and I mean “our”) have a trusted relationship with another caring adult in this congregation. Yet there are many adults in our congregation who have not been blest by a conversation with one of “our” children. How many children in this congregation do you know by name? I challenge all adults in this congregation to get to know the names of the children in this congregation. Pray for a child during Lent. Attend the intergenerational events that occur several times a year and work with children. Help a classroom with a service project. Let’s continue to create a faith community that nourishes “our” children.

According to the Search Institute, building trusting relationships with five caring adults is important for the healthy development of a child into a young adult. Our congregation is so blessed to have very committed adults serving in our Sunday morning education hour. Let us celebrate and dance in the aisles, praising God for these servants who teach and guide our children and youth.

Your partner in ministry,

—Diane Shallue

Bylaw Changes at the Annual Meeting

At the annual meeting on February 4, the congregation will be asked to vote on three proposed changes to University Lutheran Church of Hope's bylaws. The proposed changes were prompted by our Room for Fresh Creations remodeling project and have been approved by the Board of Commissioners. To be approved and placed in our bylaws, they now require a majority vote of those present at the annual meeting. The three proposed changes are described below:

1. Allow the President to delegate his/her signatory authority

Under the duties of the President listed in the Bylaws, paragraph 2.4(e) currently states:

n. *Sign and deliver in the name of the congregation any deeds, mortgages, bonds, contracts, or other instruments pertaining to the business of the congregation, except in cases where the authority to sign and deliver is required by law to be exercised by another person or is expressly delegated by the articles, constitution, or bylaws or by the Board of Commissioners to another officer or agent of the congregation.*

The proposed motion would amend the bylaws to insert the following sentence at the conclusion of paragraph 2.4(e):

“The President may delegate his/her authority in such matters to other officers of the congregation as the President deems necessary.”

Why is this change necessary?

Over the course of our Room for Fresh Creations remodeling process, many documents needed to be signed, including mortgages, contracts, and other items of church business. Our current bylaws allow only the President of the congregation to sign such documents, or others who are expressly authorized by the Board of Commissioners. Due to the volume of documents that needed to be signed during the course of the project and the time-sensitive nature of those documents, it was not always possible for the President to be available to sign every single document in a timely fashion, nor was it possible for the Board of Commissioners to convene to delegate such authority to another officer of the congregation. The proposed change would allow the President him- or herself to delegate such authority to another officer of the congregation. Therefore, if the President were not immediately available to sign an important document, the President could authorize another officer such as the President-Elect to sign on his or her behalf, rather than having to seek approval from the entire Board of Commissioners first.

The Board of Commissioners recommends this bylaw change to the congregation for approval.

2. Modify the titles of congregational officers

University Lutheran Church Of Hope's current officer structure provides for four officers: a President, a President-Elect, a Past President, and a Secretary/Treasurer.

The proposed motion would amend the bylaws to replace any and all references to “President-Elect” with “Vice President”; any and all references to “Secretary/Treasurer” with “Treasurer”; and any and all references to “Past President” with “Secretary.” The duties of said officers would remain the same.

Why is this change necessary?

The ELCA's Model Constitution for Congregations recommends an officer structure that consists of a President, a Vice President, a Secretary, and a Treasurer. Because this structure is common throughout the non-profit and for-profit world, the titles of Vice President, Secretary, and Treasurer are almost universally understood. In contrast, the titles in use at Hope can be confusing. For instance, the actual definition of a “President-Elect” is a President who has been voted into office, but hasn't yet taken office. In most cases, including the case of the Presidency of the United States, a President-Elect has no power until he or she formally takes office as the President. However, in Hope's case, our structure indicates the opposite: the President-Elect *is* deemed to be an officer of the congregation, who takes full power as an officer upon election to the position of President-Elect. During our Room for Fresh Creations remodeling process, we encountered some challenges when the President-Elect used her title, because the common assumption was that she was not an authorized representative of the congregation because she had not yet taken office. Changing the title of “President-Elect” to “Vice President” would

help to eliminate the confusion. Changing the title of “Past President” to “Secretary” helps to solve a similar problem: the assumption that a Past President does not have any authority because he or she is no longer the President. It is common understanding that a “Secretary” is an authorized representative of an organization; it is not commonly understood that a “Past President” has that same authority.

This change would be *a change in name only*; in no way would the duties of the officers change. The Vice President would still accede to the Presidency after one year, and the current President would receive the title of Secretary, rather than Past President, after his or her term was up.

The Board of Commissioners recommends this bylaw change to the congregation for approval.

3. Eliminate references to the Conference of Commissions

The current bylaws provide for a Conference of Commissions, in addition to the Board of Commissioners. The Conference of Commissions is intended to be comprised of the membership of every commission, plus the Hope Trust Board, the Audit Committee, the Personnel Committee, and all other active committees and boards. The bylaws indicate that the Conference is to meet at least annually for the purpose of providing training to commissioners and committee members.

The proposed motion would amend the bylaws to delete all references to the Conference of Commissions, including those references in 2.3(e), 2.4(l), 2.14(a), 2.14(b), 2.14(c), 2.14(d).

Why is this change necessary?

The Conference of Commissions has not been convened in at least eight years, and would seem to comprise almost the entire congregation in its membership! In its absence, other avenues have arisen for providing the type of communication envisioned in the bylaws, so that the Conference of Commissions is no longer needed. In addition, the bylaws give the Board of Commissioners the ability to form whatever additional committees it deems necessary, so if the Conference needed to be convened in the future, the Board would be able to do so even if mention of the Conference were removed from the bylaws.

It is not good practice to have a paragraph in our bylaws to which we are not adhering as a congregation, and since the Board is already proposing the above-mentioned two changes to Section 2 of our bylaws, it seems to make sense to clean up this final paragraph of Section 2 at the same time.

The Board of Commissioners recommends this bylaw change to the congregation for approval.

If you have questions regarding the proposed bylaw changes, please contact President-Elect Karmi Anna Mattson at PresidentElect@ulch.org or 612-302-8732.

Trust Board Requests for Funding

The Trust Board is currently accepting requests for funding projects in 2007. All University Lutheran Church of Hope members are encouraged to consider making a request. In order to facilitate bookkeeping, we are asking that all requests be submitted on a “Request for Funding” form, which is available either on line at the church web site, or in the Trust Board box in the church office. Note that all requests must be submitted by January 15, 2007.

The Trust Board annually disperses a given percentage of the money available in the Endowment Fund. The amount to be dispersed is set forth in the Trust bylaws and varies from year to year, based on the income generated by Fund investments over the preceding three years. (Given that the value of the Fund may not be permitted to drop below the sum total of all gifts received over the years, there may be years in which no money is available.) The amount of money available is determined by Fund balances on January 1 of each year. The bylaws also specify that Endowment Funds may not be used for ongoing and/or regular church expenses, that requests that have been funded for three years are to be considered ongoing and thus not eligible for further funding, and that funds be spent during the year in which they were allocated.

—Jerry Johnson, Trust Board

Camp Amnicon Fundraiser Dinner

Please join us for the Annual Camp Amnicon Fundraiser Dinner on Sunday, 11 February 2007, after the 11:00 service. Help support University Lutheran Church of Hope 4th through 12th graders who want to go to Camp Amnicon. All money raised will help defer the cost of camp. Contact Mary Lincoln with any questions—(651) 690-2540.

New Book by Former Pastor and Bishop Lowell Erdahl

Bishop Emeritus and former University Lutheran Church of Hope Pastor Lowell Erdahl has a new book in print. *Winsom Wisdom* provides 366 meditations—one for each day of the year. Each reading spotlights a single thought for the day, amplified by a short reflection, and concludes with an affirmation that distills the message into a single sentence with a positive application for everyday life.

Erdahl draws on the foundational principles that have shaped his own life as he shares sage advice on a wide range of topics ranging from marriage to money, from science to sex, from writing to war. Available at Christian bookstores or online. For book-signing appearances in the Twin Cities, call (800) 241-4056.

Lutheran Campus Ministry

As you all are beginning to think beyond the joys and demands of holidays, campus ministry is moving into another time of transition. Lisa Simonsen has announced her resignation from campus ministry to accept a position within the Fairview Hospital system to work at a daycare for people diagnosed with multiple sclerosis. This will be a part-time position and will allow Lisa to spend more time with her two little ones and with her husband. Students and interfaith colleagues have appreciated Lisa's energy and ideas. She has spent many an hour at contact tables, standing on street corners handing out granola bars to students, and taking students to LSM regional and national events, and she has received the LSM Life-Time Achievement award.

Most recently, Lisa was named to co-chair the Anniversary Celebration commemorating 100 years of campus ministry in 2007. She will continue in this capacity, helping to plan a statewide event scheduled for April 14 that will be held at the Humphrey Institute and feature local author Bill Holm and the music of the Tim Penny Band. Mark your calendars now! More details will follow. We wish Lisa well in her new position and life-style. We thank her for all the ways in which she has been involved in this ministry. The Campus Ministry Council met early in January to discern next steps.

Another committee was named earlier this fall, including folks representing Hope, Grace, and Campus Ministry, with the charge to vision ministry in this University community—keeping in mind that needs of both students and the University have changed with regard to the use of religious resources. This is a process that needs time, wisdom, and openness to change. It is a process that calls us to listen, pray, and discern what is necessary for a community of diversity.

It is a new year. Once again, it is a time of gratitude for all that has been (100 years!) in the rich history of ministry on this campus and others across the nation. And it is a time to think about what I heard a student say of Lutheran Student Movement long ago: It is an organization where students belong who may or may not necessarily be Lutheran, and which includes faculty, staff, and others who may or may not be students, but it an organization that is always involved in a movement. Welcome to the continued journey in motion!

—Jerie Smith,
for Lutheran Campus Ministry/Lutheran Student Movement

Hope Senior Club Program for 2007

The University Lutheran Church of Hope Senior Club will begin its New Year gatherings on **Wednesday, January 17** with a luncheon at 12:00 noon in Fellowship Hall. The program will follow at 1:00 p.m. in Heritage Hall with a presentation, "How to Talk to Your Doctor," by Darla Wexler, Primary Block Nurse, Southeast Seniors. A video of the services offered by the Block Nurse program will be shown and moderated by Hope member and former associate pastor, David Johnson, who is currently vice-chair of the Block Nurse Board of Directors. Please make reservations for the \$5.00 luncheon by **Thursday, January 11**, with your caller or by phoning Diane Shallue at (612) 331-5988, ext. 19. All seniors and retirees are cordially invited!

The remaining dates and programs through spring are:

February 21: Ash Wednesday. There will be no meal or program, but Seniors are encouraged to attend the special Ash Wednesday Service at 12:00 noon in Thorpe Chapel.

March 21: Lenten Service at 12:00 noon followed by a soup and bread lunch and the program at 1:00 p.m., featuring a Lenten hymn-sing with Timothy Strand.

April 18: "God Gave Us Music," piano selections ranging from classical favorites to ragtime and "boogie woogie," with reflections on the spiritual lives of the composers, plus some humorous, original "songs about Lutherans," by Jake Dyrhaug, a Lutheran pastor.

May 16: "Building a Dream," a documentary film and presentation by W. Dale Ruff, the senior architect who guided the building of a full-scale replica of a 900-year-old Norwegian Stave Church in Moorhead, Minnesota.

Mark your calendars NOW and plan to join us for fellowship, fun, and food! Invite your friends! A warm welcome awaits all!



Letter from PEASE Academy Student

[The following note to the congregation of University Lutheran Church of Hope, written by a student at PEASE Academy, was submitted to the Visitor through Pastor Shirley. It is being published in the form in which it was submitted, without editorial changes or comment.]

Dear brothers and sisters:

My name is Anthony. I'm 16 years old. The concern for why I'm writing this letter is that my generation is dying. 4% of my generation believes in God. I desperately need your prayer for PEASE Academy, the school located in this church.

Two years ago my goal in life was to get high. I've been through Psych wards, lock-ups and institutions. I was first filled with the Spirit of God about a year ago. I've been a soldier for Christ for about a year. I need your prayers.

I truly believe that my generation is and will be the revival generation. Brothers and sisters, please join me in this war against Satan, against the world. It's the new rebellion. Now is the time when a brother has humbled himself and begs for your prayers. Please, an outpouring of the Spirit of God is needed. Brothers and sisters, "the kingdom of heaven is an hand" says Mark 1:15.

Thank you.

—Anthony H.

Minutes from Board of Commissioners' Meeting

December 13, 2006

President Garvin Davenport started the meeting just after 6:30 p.m. He also provided the treats and devotions, for which we thank him.

Mission Renewal Task Force Recommendations: President Garvin Davenport mentioned the Mission Renewal Task Force, thinking John Hustad would make a report on the Youth sub-team. As he is not here, Lisa Morse made a brief explanation that they are seeking funds outside the budget to allow us to keep Youth Director Audrey Keller on staff through 2008. Garvin related that the Executive Committee consented for John to go ahead with the proposal to this Board. As few of those around this table have had an opportunity to read the report, we will not take action on it now. Pastor Craig Shirley filled in some further details on the proposal. He will get an electronic copy of the proposal to members of this Board. Treasurer Norris Waalen reminded us that we have a commitment to Audrey through the end of May, 2007. Lisa Morse distributed a sheet with a status report entitled Phase II – Defining New Directions. With the departure of one key member of the Mission Renewal Task Force, they will be redefining roles to some extent. Lisa went on to discuss briefly this one-page report. **Personnel Committee Report:** Past President Joan Campbell reported on the Personnel Committee meeting last week. They took 2 actions. First, they moved to approve carry-over of 2 weeks' of Pastor Kwanza Yu's vacation to next year provided she clears her plans with Pastor Craig Shirley. This was moved, seconded, and carried. Second, they recommended compensation increases of 3% for the staff, plus a \$250 each allowance for both Administrator Craig Wiester and Cantor Timothy Strand for educational reimbursement. (Professional staff is already covered by this benefit.) President Garvin Davenport acknowledged that the Personnel Committee has strongly made these recommendations, although we'll have to certainly have to look at budgeting before enacting this. Performance evaluations are ongoing, Joan reported. **2007 Budget Update:** President Garvin Davenport led off with the discussion of the seriousness of the current financial situation. The new Finance Committee has held meetings on this topic, meetings that have revealed significant information about finances. One area for discussion is that 2006 has been marked by extraordinary contributions, but an extraordinary deficit as well. We will have to have an extraordinary giving effort to break even. The next topic is the 2007 budget. We have, Garvin reminded us, 3 sources of revenue: general giving, seasonal giving, and rentals; and 2 major expenses, people and facilities. Our options are two; increasing revenue, mainly through congregational giving; or reducing expenses, which would involve cuts in people or facility costs. He reminded us of the Personnel Committee's 3% increase recommendation. He charged us to think of these proposed increases not as contradictory, but as parts of a very complex situation. Pastor Craig Shirley took over the discussion. He indicated his awareness of the situation that some members of the congregation feel our staff is too large for this church. However, when you understand this congregation and the demands it makes on the staff, it makes sense to have the staff we do. He reminded us we had a full-time secretary several years ago, a very expensive position. Craig acknowledged that this congregation does well by their staff, making sure salaries are fair and competitive, and looking after benefits. Pastor Shirley said we have an obligation to the staff. Called people are in a status in which they cannot be let go without mutual consent; this makes pastors hard to discharge. Education Director Diane Shallue could only be let go with a 2/3 vote of the Board of Commissioners. He also asked people to consider the extraordinary work the staff has done, getting through a difficult summer. He reminded us that these are real people depending upon these salaries, doing good work. He also charged us to give a long lead time warning to any people we may wish to discharge. Pastor Shirley then proceeded to read a draft letter to the congregation, a letter outlining the severity of the situation and asking for more generous support. This letter is from both the lead pastor and the president of the congregation, emphasizing the team effort aspect of this effort. Craig is proposing sending this letter

out to the congregation, along with a return envelope, by the end of this week. We had some discussion, suggesting some minor changes. Diane Greve, adding to the discussion, asked a very basic question: Would this neighborhood be adversely affected if we simply dissolved, sending our members to other congregations elsewhere? This question is a key part of the purpose of the Mission Renewal Task Force. The sense of the meeting is that this is a very well-written letter. We will get it copied and mailed with dispatch. Pastor Craig Shirley affirmed that this is a single-point letter, focusing on 2006; we'll worry about 2007 later.

By-Law Change Proposal: President-Elect Karmi Mattson distributed copies of her by-laws change proposals. There are three proposed changes: The first proposed change is to allow officers other than the President to have signing authority on mortgages, contracts, and deeds. The proposal would add language to the bylaws that would allow the President to deputize others to sign in his or her stead. Karmi moved acceptance of this proposal, submitting it to the annual meeting for ratification. After a brief discussion, this was seconded and carried. The second proposed change would change the titles of the officers of the congregation: "President-Elect" would change to "Vice President"; "Secretary/Treasurer" would change to "Treasurer"; and "Past President" would change to "Secretary." Duties wouldn't change, just the titles, making the make-up of our Board more understandable to people outside our congregation. Karmi moved that this proposal be submitted to the annual meeting for ratification. Again, this was moved, seconded, and carried. The third change is a proposal to eliminate references to the Conference of Commissions, a concept that has been moribund for many years. Some people mentioned that it might be a good idea to reactivate this concept. It was also suggested that we can hold such meetings, whether or not it is in the by-laws. Her proposal was moved and seconded. There was some additional discussion. It was suggested, as an alternative, to refer this issue to the Staffing & Governance sub-team of the Mission Renewal Task Force. Past President Joan Campbell suggested this as an alternative motion, encouraging the sub-team to look at other issues as well, with recommendations for the congregation at the Annual Meeting. After discussion, she withdrew her motion. Back to Karmi's motion, we voted. By show of hands, the motion carried by split vote and will be referred to the annual meeting for ratification. Administrator Craig M. Wiester asked everyone to look for previous copies of the by-laws, seeking to understand some language that is garbled in the current copies. **Proposal for recommendations from Commissions re: 2007 nominations:** President Garvin Davenport brought up concerns about nominations in 2007, expected to be a very challenging year. We need to find the very best people to take on the burdens of the year ahead. He solicited thoughts from the people around this table about good people to take on roles serving on Commissions. President-Elect Karmi Mattson distributed a sheet outlining interests and skills needed for various Commissions. Pastor Craig Shirley emphasized the need to have relatively new members participating in church government. Diane Greve mentioned, on the other hand, that it is a challenge for new people to have the informal power needed to get things done. This is an important new insight. Karmi asked everyone to take the sheet back to their Commissions and complete it with recommendations, not only for their own Commissions. Education Director Diane Shallue reminded us that we need to involve new members and call them up. **November Financials:** Treasurer Norris Waalen led us through the financial reports. Turning to the 2007 budget, we had no strong feeling that we needed to work through it at this meeting. Treasurer Waalen, however, made some preliminary comments. We had some discussion about stewardship techniques, ways to encourage pledging and giving. We also had some discussion about rentals, property or parking space. Garvin mentioned that the finance committee is looking at this. **Other Business:** President Garvin Davenport wrapped it up, saying that the letter is approved and will be sent out soon.

We adjourned with the Lord's Prayer. Pastor Craig Shirley mentioned how well this meeting ran, how it exemplifies the role of the Board of Commissioners.

The Treasurer's Report

A little *extra extra* help from us all will help us meet our budget

Results for Ten Months:

Actual revenue (January–November) is \$ 480,550 versus budget for the same period of \$ 498,423. The difference is \$ (17,874). *This includes both General Giving and the Baker's Dozen—Combined.* General Giving exceeded budget by +\$ 15,645 and the Baker's Dozen was under budget, by (\$ 33,519).

| The Baker's Dozen | | Actual | | Year to date | | Over |
|--|-------------|-----------------|-------------|---------------|-------------|-----------------|
| Progress Report Through Nov. 30 | | <u>Received</u> | <u>Goal</u> | <u>Actual</u> | <u>Goal</u> | <u>(under)</u> |
| Goal by: Sunday, April 23, | 1/3 of goal | \$ 7,061 | 16,500 | 7,061 | 16,500 | (9,439) |
| Sunday, July 31, | 1/3 | 3,848 | 16,500 | 10,909 | 33,000 | (22,091) |
| Sunday, Oct.31, | 1/3 | 5,072 | 16,500 | 15,981 | 49,500 | (33,519) |

What is the Baker's dozen? Our congregation has extra needs this year. Support it by giving an extra month's worth (actually 11%) to meet our budget. The budget was approved unanimously at the annual meeting. The three goals and progress are shown above. *Many gave to the general fund, which is apparent below.*

The General Fund is the operating budget that pays the bills: staff, programs, heat, and maintenance of our facilities. It funds our immediate needs now.

The General Fund: (These \$ do not include the Baker's Dozen) 2006 Revenue Comparison of Actual to Budget: Each Month & Year to Date as of November 30, 2006

| <u>Month</u> | <u>Sunday #</u> | <u>Actual Month</u> | <u>Budget Month</u> | <u>Year to Date</u> | | <u>Over (under) Budget</u> |
|--------------|-----------------|---------------------|---------------------|---------------------|---------------|----------------------------|
| | | | | <u>Actual</u> | <u>Budget</u> | |
| January | | \$41,699 | 37,854 | \$ 37,854 | \$ 41,699 | \$3,845 |
| February | | 48,316 | 46,708 | 90,015 | 84,562 | 5,453 |
| March | | 40,327 | 39,623 | 130,342 | 124,185 | 6,157 |
| April | 5 | 56,922 | 50,531 | 187,264 | 174,717 | 12,547 |
| May | | 40,414 | 41,045 | 227,676 | 215,761 | 11,915 |
| June | | 38,724 | 33,068 | 266,301 | 248,829 | 17,472 |
| July | 5 | 43,882 | 40,923 | 305,475 | 289,752 | 15,723 |
| August | | 34,678 | 38,071 | 340,153 | 327,823 | 12,330 |
| September | | 41,813 | 41,971 | 382,420 | 369,793 | 12,627 |
| October | 5 | 47,608 | 39,951 | 427,840 | 409,744 | 18,096 |
| November | | 38,278 | 39,180 | 466,118 | 448,924 | + 15,645 |
| December | 5 | | <u>63,428</u> | | | |
| Totals | | \$ | \$ 512,351 | | | |

Important Notes: *Total giving has increased by 10.2%* from October of 2005. We increased the revenue budget 2.5% plus the 11.2% for the Baker's Dozen, or 13.7%. The difference of 3.6% equals the current under budget revenue of (\$ 17,874). **Total expense is (\$ 7,154) over budget.** The result is a (\$ 25,027) net deficit from our overall year to date budget.

Our Critical Action Steps for December. It is a large giving months based on historical giving patterns. The average month is \$ 41,000. Per above, our budget for December is \$ 63,000. Help us catch up with an *extra extra*, so we may continue to meet our year's budget. **Thank you for all your contributions** which enable our church programs.

—Norris Waalen, Treasurer

STAFF

Pastors: **Craig Shirley, Kwanza Yu**
Cantor: **Timothy Strand**
Director of Education: **Diane Shallue**
Youth Director: **Audrey Keller**
Administrator: **Craig Wiester**
Working in partnership with Lutheran Campus
Ministry Staff: **Lisa Simonsen, Jerie Smith**

LEADERSHIP

President: **Garvin Davenport**
President-Elect: **Karmi Mattson**
Past-President: **Joan Campbell**
Secretary-Treasurer: **Norris Waalen**

COMMISSIONS

Care & Nurture: **Sharla Aaseng**
Congregational Life: **Val Sayre**
Education: **Lisa Morse**
Outreach & Evangelism: **Marty Lewis-Hunstiger**
and James Hlavka
Facilities: **Fred Kreider**
Stewardship: **Karen Westwood**
Social Justice:
Worship: **Diane Greve**

HOPE VISITOR

The *Hope Visitor* is published monthly by University Lutheran Church of Hope, located at 601 13th Ave. SE, Minneapolis, MN 55414-1437.

Articles for the *Visitor* may be submitted via email or in the church office. They must be signed. Send submissions and correspondence to: visitor@ulch.org. Articles may be edited for length.

The deadline for submitting articles is the 15th of every month (for the following month's issue).

The current *Visitor* is always available at <http://www.ulch.org/images/TheVisitor.pdf>. Back issues are available by contacting the church office.



601 - 13th Avenue SE
Minneapolis, Minnesota 55414-1437

Return Service Requested

NON-PROFIT
ORG.

U.S. POSTAGE

PAID

Minneapolis, Minnesota
Permit No. 944



Printed on 50% Recycled Paper.
10% Post Consumer Waste.